

FEDERAL BUREAU OF INVESTIGATION
FOI/PA
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FOI/PA# 1259222-0

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(Title) _____

(File No.) _____

Item	Date Filed	Disposition					
1	6-7-77	Bureau of Safety and Health Act					
2	"						
3)	"	Admire of Right from					
4)	"	One's notes re					
5)	"	.. O ..					
6)	6-13-77	Adv. notes re 302 interview					
7	"						
8	"						
9)	"	One's notes re interview by					
10)	"	One's notes re interview by					
11)	"	One's notes re interview by					
12)	"	One's notes re interview by					
13)	7/15/77	One's notes re interview by					
14)	"	One's notes					
15)	"	.. O ..					
16)	7/15/77	One's notes					
17)	8/8/77	Adv. its. - class member					
18.)	"	Adv. its. - class member					
19.)	"	"	"	"			
20.)	"	adv. of right's interview with class member					

SEARCHED	INDEXED
SERIALIZED	FILED
JULY 1 1977	
FBI - WASHINGTON D.C.	
SPECIAL AGENT IN CHARGE	
J. A. [Signature]	
1A	

File No. 62-2610-1A1

Date Received 6/1/67

From

b6
b7C

(ADDRESS OF CONTRIBUTOR)

Peter Berg, Va

(TE)

(AGENT)

To Be Returned Yes Receipt Given Yes

No

No

b6
b7C

Description:

*Address of right
as Class member*

IN THE UNITED STATES DISTRICT COURT
FOR THE EASTERN DISTRICT OF VIRGINIA

Richmond Division

LILLIE MAE BROWN, et al.,

Plaintiffs,

vs.

CIVIL ACTION

JAMES R. SCHLESINGER, et al.,

No. 74-0202-R

Defendants.

INTERVIEW WITH CLASS MEMBER

ADVICE OF RIGHTS

Place Petersburg, Va.
Date 6/1/77
Time 5:02

Before I ask you any questions, you must understand your rights.

You are a member of the class in the above-captioned lawsuit. That class is made up of all present and former female and black DGSC employees.

The following attorneys are presently acting as your lawyers in this lawsuit:

[REDACTED] Esquire
[REDACTED] Esquire
[REDACTED] squire

Hill, Tucker & Marsh
214 East Clay Street
P. O. Box 27363
Richmond, VA 23261
Tel.: 648-9073 (804)

b6
b7C

You have the right to talk to any of the above lawyers for advice before I ask you any questions and to have any of the lawyers with you during questioning.

The purpose and nature of this class action is explained in the attached Notice of Pendency of Class Action; a copy of which you may have already received. You should read that Notice now if you have not previously done so.

If you decide to answer questions now without one of your lawyers present, you will still have the right to stop answering at any time. You also have the right to stop answering at any time until you talk to one of your lawyers.

Anything you say can be used in court and can be used against you if you decide to testify on behalf of the plaintiffs Lillie Mae Brown, et al.

Your willingness to answer questions or your refusal to do so will not be taken into account by your employer in any way; nor will it be reflected in your Official Personnel Folder or in any personnel or promotion decision.

WAIVER OF RIGHTS

I have read this statement of my rights and I understand what my rights are. I am willing to answer your questions. I do not want one of my lawyers present at this time. I understand and know what I am doing. No promises or threats have been made to me and no pressure or coercion of any kind has been used aga

Signed

Witness:

A.A., FBI, Bethesda, Va. 6/1/77

Time: 5:04 PM

b6
b7C

File No. 62-2610 - 1A²

Date Received 6/2/77

From [Redacted]

[Redacted]

Chesapeake, Va. (ADDRESS OF CONTRIBUTOR)

[Redacted] (CITY AND STATE)

[Redacted] (NAME OF SPECIAL AGENT)

To Be Returned Yes Receipt Given Yes
 No No

Description:

A man of light
is class member

b6
b7c

IN THE UNITED STATES DISTRICT COURT
FOR THE EASTERN DISTRICT OF VIRGINIA

Richmond Division

LILLIE MAE BROWN, et al.,

Plaintiffs,

vs.

CIVIL ACTION

JAMES R. SCHLESINGER, et al.,

No. 74-0202-R

Defendants.

INTERVIEW WITH CLASS MEMBER

ADVICE OF RIGHTS

Place Charlottesville, Va.
Date 6/2/77
Time 3:06 PM

Before I ask you any questions, you must understand your rights.

You are a member of the class in the above-captioned lawsuit. That class is made up of all present and former female and black DGSC employees.

The following attorneys are presently acting as your lawyers in this lawsuit.

[Redacted] Esquire
[Redacted] Esquire
[Redacted] Esquire
Hill, Tucker & Marsh
214 East Clay Street
P. O. Box 27363
Richmond, VA 23261
Tel.: 648-9073 (804)

b6
b7C

You have the right to talk to any of the above lawyers for advice before I ask you any questions and to have any of the lawyers with you during questioning.

The purpose and nature of this class action is explained in the attached Notice of Pendency of Class Action; a copy of which you may have already received. You should read that Notice now if you have not previously done so.

If you decide to answer questions now without one of your lawyers present, you will still have the right to stop answering at any time. You also have the right to stop answering at any time until you talk to one of your lawyers.

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Signed [redacted]

Witness [redacted]

Time: [redacted]

J.A., FBI, Richmond, Va. 4/2/77

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b7c

FD-340 REV. (6-24-65)

File No. 62-2610-1A3

Date Received 6/1/77

From S.A.

(NAME OF CONTRIBUTOR)

Rutherford FBI

(ADDRESS OF CONTRIBUTOR)

(CITY AND STATE)

(NAME OF SPECIAL AGENT)

To Be Returned Yes Receipt Given Yes

No

Yes
 No

Description :

Advice of Rights
Form signed
by [redacted]
on 6/1/77

b6
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b7C

IN THE UNITED STATES DISTRICT COURT
FOR THE EASTERN DISTRICT OF VIRGINIA

Richmond Division

LILLIE MAE BROWN, et al.,

Plaintiffs,

vs.

CIVIL ACTION

JAMES R. SCHLESINGER, et al.,

No. 74-0202-R

Defendants.

INTERVIEW WITH CLASS MEMBER

ADVICE OF RIGHTS

Place Richmond, Va

Date 6/17/77

Time 5:30pm

Before I ask you any questions, you must understand your rights.

You are a member of the class in the above-captioned lawsuit. That class is made up of all present and former female and black DGSC employees.

The following attorneys are presently acting as your lawyers in this lawsuit.

[REDACTED] Esquire
[REDACTED] Esquire
[REDACTED] Esquire
HILL, TUCKER & MARSH
214 East Clay Street
P. O. Box 27363
Richmond, VA 23261
Tel.: 648-9073 (804)

b6
b7C

You have the right to talk to any of the above lawyers for advice before I ask you any questions and to have any of the lawyers with you during questioning.

The purpose and nature of this class action is explained in the attached Notice of Pendency of Class Action; a copy of which you may have already received. You should read that Notice now if you have not previously done so.

If you decide to answer questions now without one of your lawyers present, you will still have the right to stop answering at any time. You also have the right to stop answering at any time until you talk to one of your lawyers.

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Your willingness to answer questions or your refusal to do so will not be taken into account by your employer in any way; nor will it be reflected in your Official Personnel Folder or in any personnel or promotion decision.

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Signed

Witness

Time:

Special Agent, FBI, Richmond, Va.

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FD-340 REV. (6-24-65)

File No. 62-2610-194

Date Received 6/1/77

From E Rh.

(NAME OF CONTRIBUTOR)

FBI Rh.

(ADDRESS OF CONTRIBUTOR)

(CITY AND STATE)

(NAME OF SPECIAL AGENT)

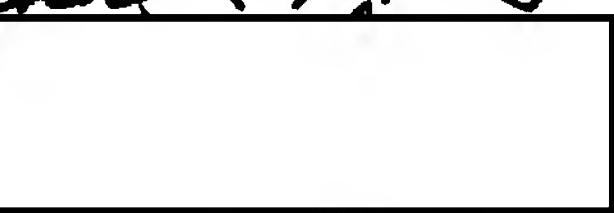
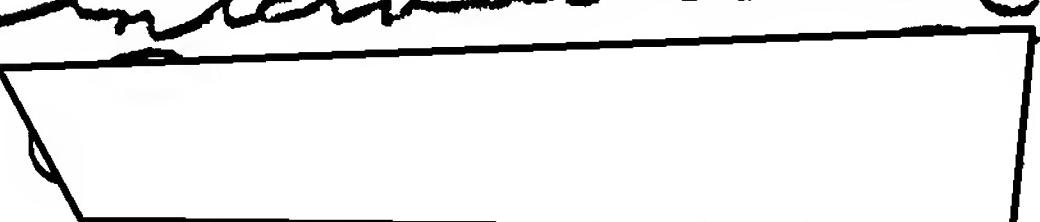
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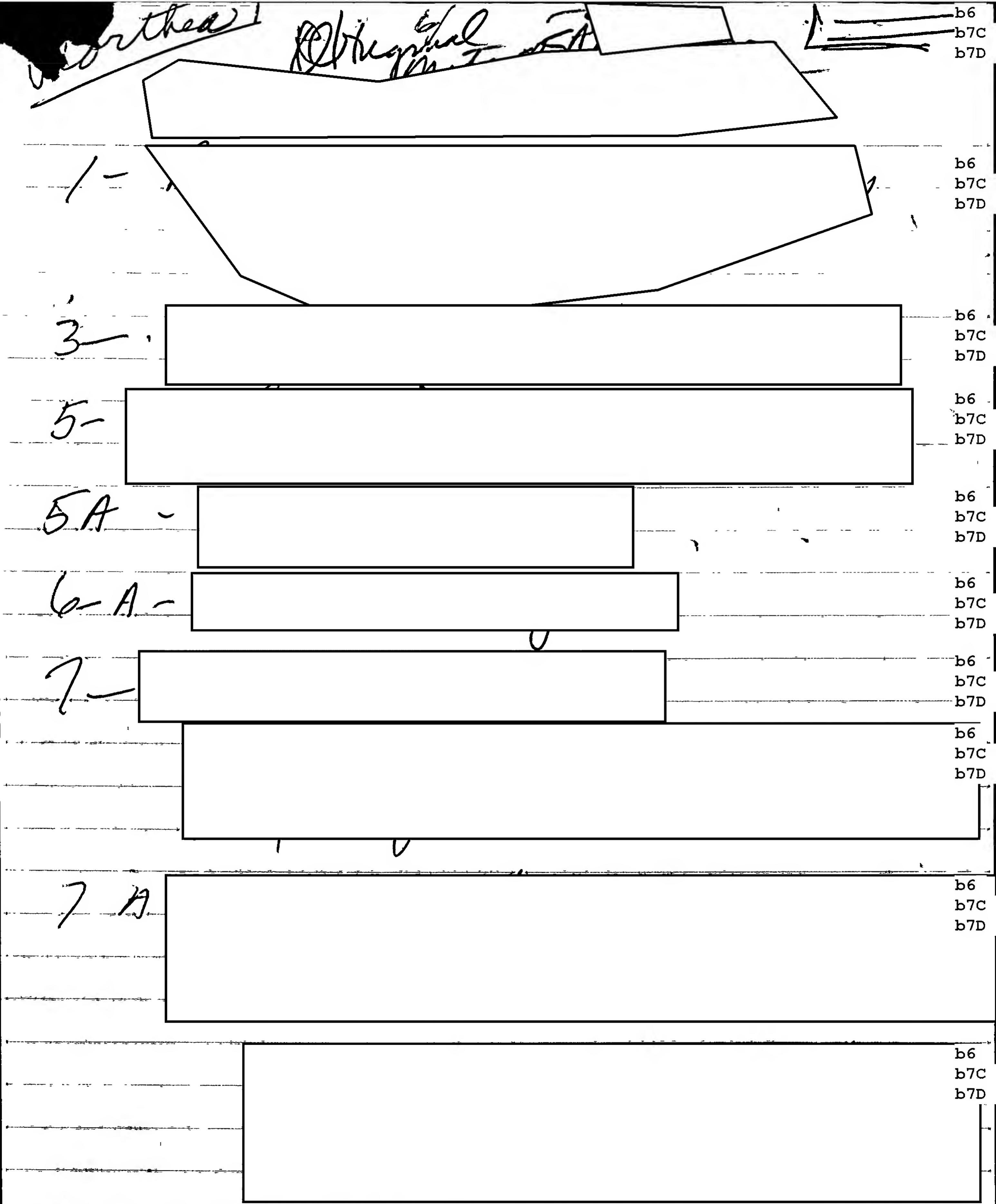
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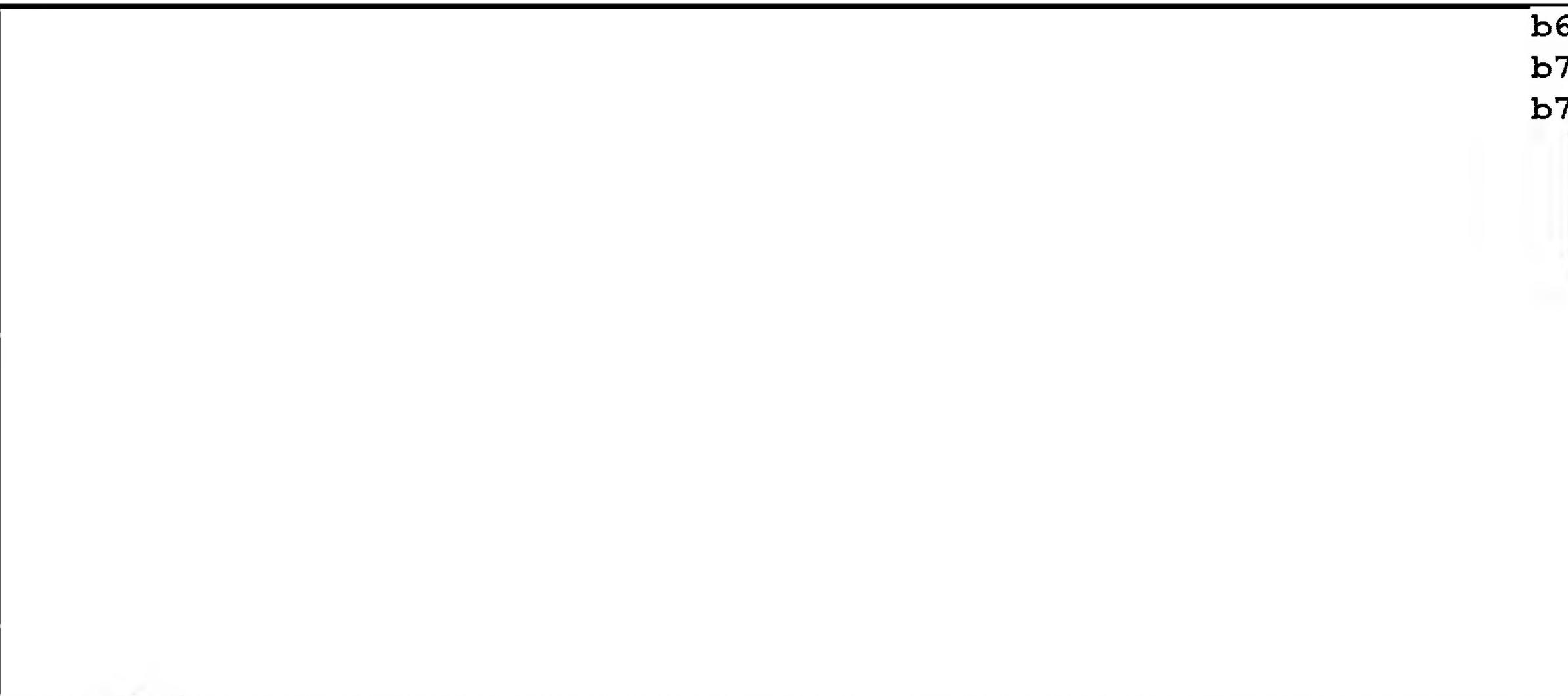
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intervened with 

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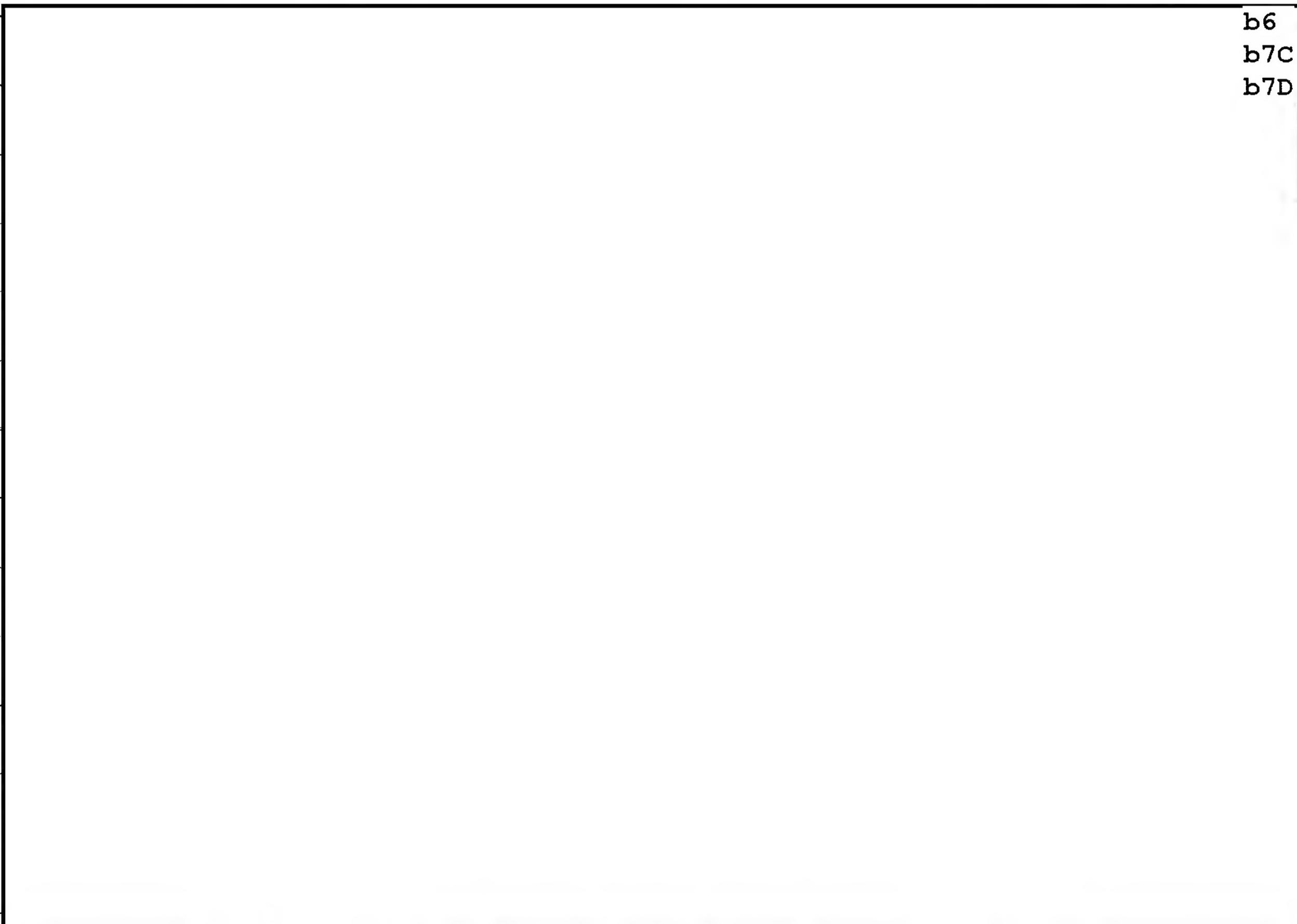


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~~12~~

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b7D

FD-340 REV. (6-24-65)

File No. 62-2610-1A5

Date Received 6/2/77

From [redacted]

(NAME OF CONTRIBUTOR)

FBI - Richmond

(ADDRESS OF CONTRIBUTOR)

(CITY AND STATE)

(NAME OF SPECIAL AGENT)

To Be Returned Yes Receipt Given Yes

No

No

Description :

Argus Metal
7 STH [redacted]
interviewed with
[redacted]

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6/2/77

R/D no
DA

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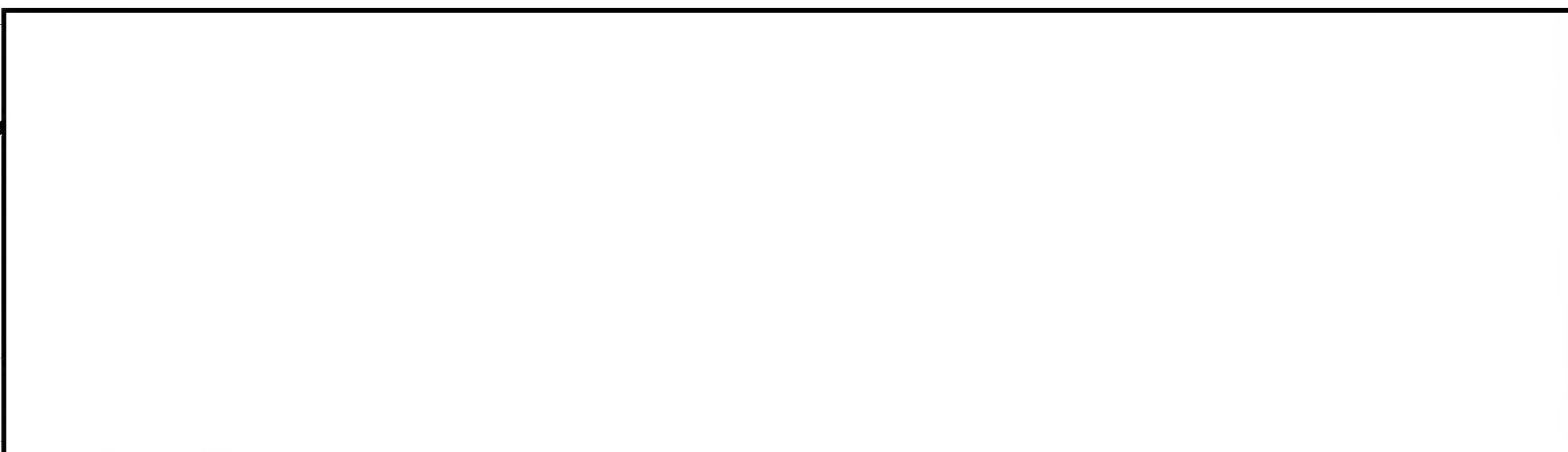
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6



12 -

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b7D

FD-340 (REV. 6-24-65)

File No. 62-2610-1A^b

Date Received 6/3

From _____

(NAME OF CONTRIBUTOR)

(ADDRESS OF CONTRIBUTOR)

(NAME OF SPECIAL AGENT)

To Be Returned Yes Receipt Given Yes
 No No

Description:

Orig. notes re. 302

Interview of

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6/3/77



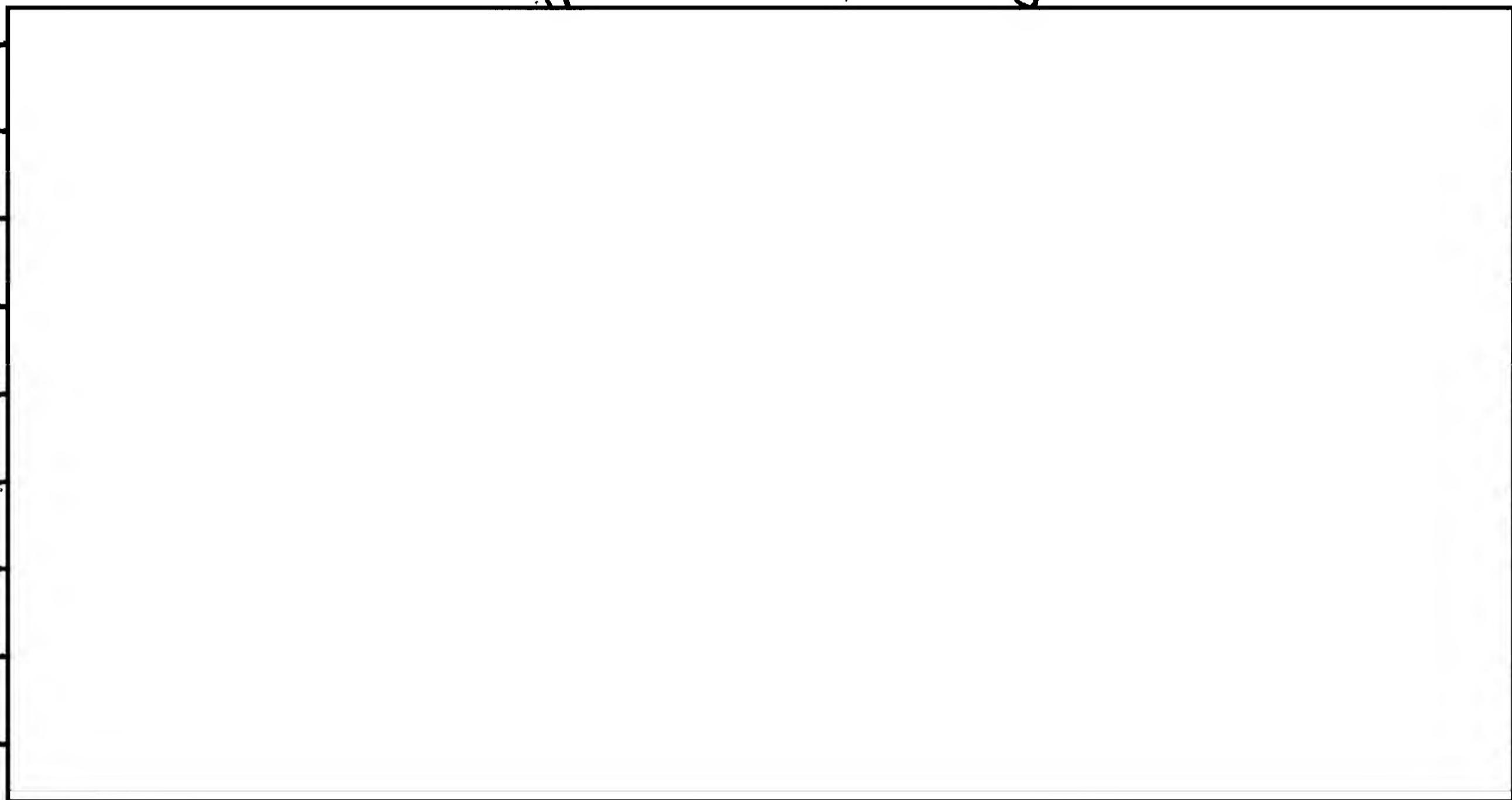
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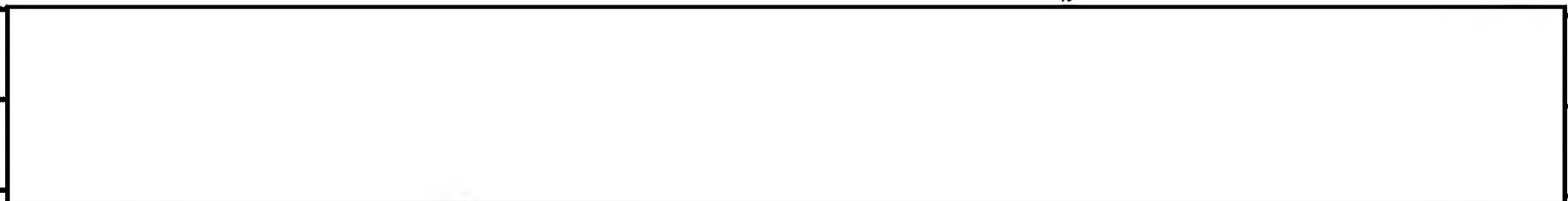
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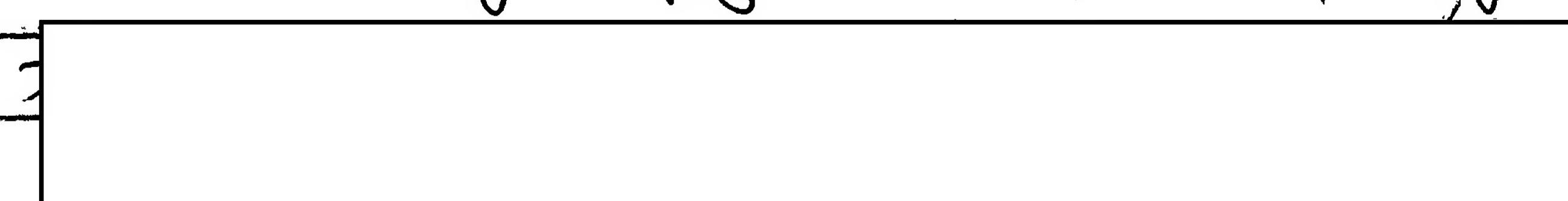
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(2)



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QA -



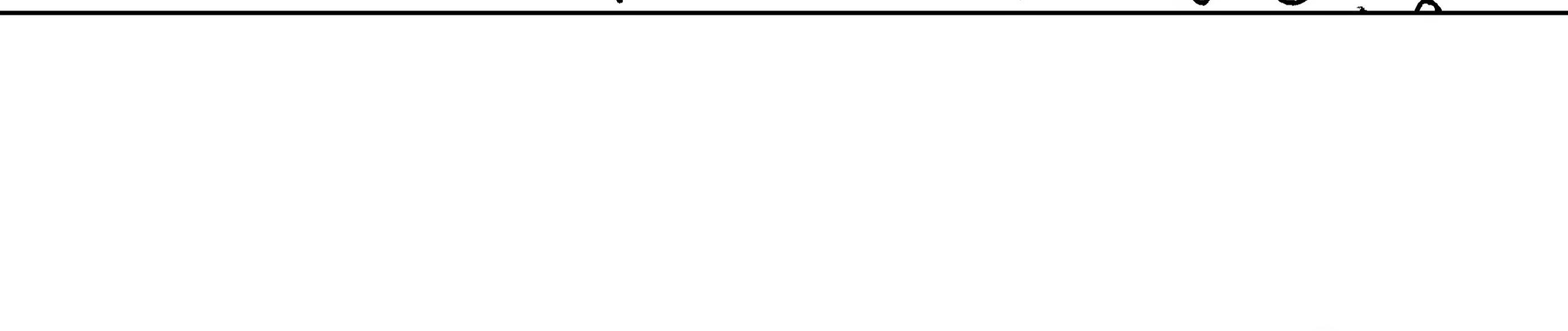
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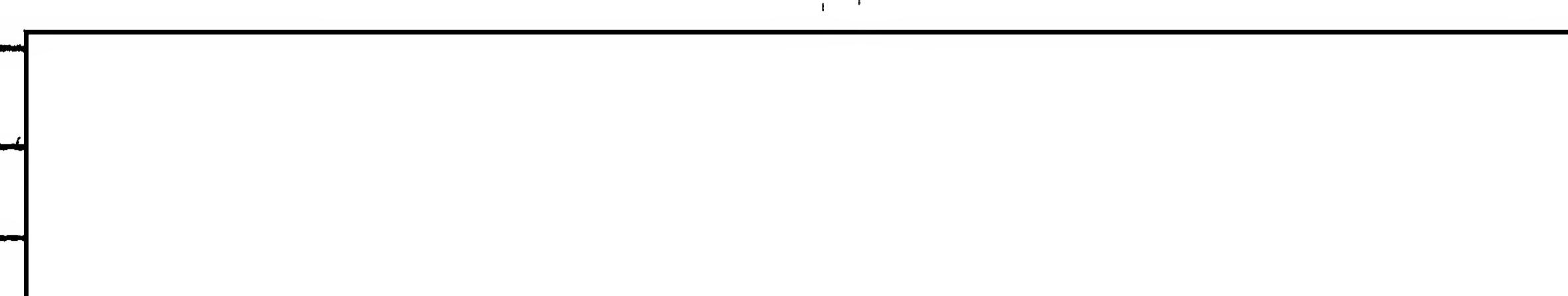
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b7D



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File No. 62-2610-1A7

Date Received 6/9

From _____
(NAME OF CONTRIBUTOR)

(ADDRESS OF CONTRIBUTOR)

(NAME OF SPECIAL AGENT)

To Be Returned Yes Receipt Given Yes
 No No

Description:

Orig notes re. 302
Interview of

b6
b7C

b6
b7C
b7D

6/9/77

62-2106

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b6
b7C
b7D

[Redacted]
b6
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b7D

File No. 62-2610 -1A8

Date Received 6/2

From _____

(NAME OF CONTRIBUTOR)

(ADDRESS OF CONTRIBUTOR)

(NAME OF SPECIAL AGENT)

To Be Returned Yes Receipt Given Yes
 No No

Description:

Orig. notes re 302
Interview of [redacted]

b6
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b6
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(1)

6/2/77



p. 17

b6
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p. 18

b6
b7C
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b6
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p. 25

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p. 25

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p. 26



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b7D

p. 28



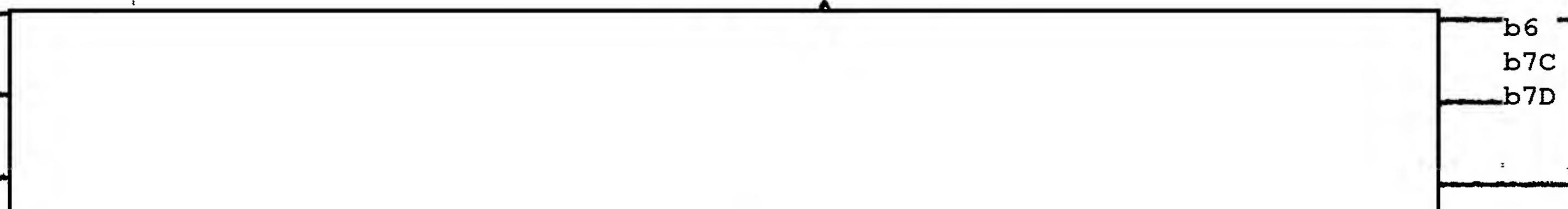
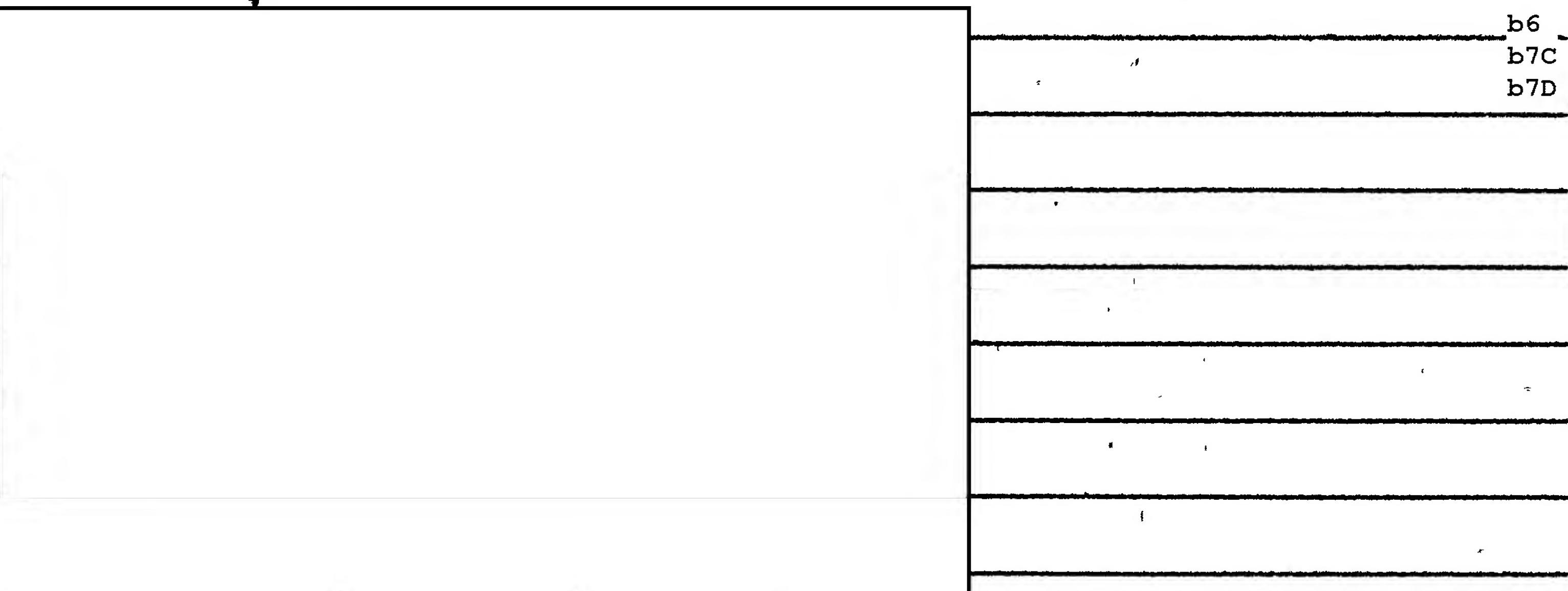
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P-29

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Q



FD-340 REV. (10-1-76)

File No.

62-2610-1A⁹

Date Received

6-10-77

From

(NAME OF CONTRIBUTOR)

(ADDRESS OF CONTRIBUTOR)

To Be Returned

Yes

Receipt Give

Yes

No

No

Description:

Original notes re
interview of [redacted]



b6
b7C

b6
b7C

6-10-77

PA/FOT

No claim
of confidentiality

b6
b7C

Facilities Specialist.
Directorate of Installation Services
Hqrs Bldg #34 275-3853.

Know both [redacted]

b6
b7C

+

About 10 yrs ago word for
& w/ [redacted] in Contract Administra-
in Procurement / Production Division
for about 6 mos. pd.

Considered [redacted] good all around
employee - average not better & no worse
than rest of C-8 administration which
he's [redacted] were - She got along well
with others & did her work.

b6
b7C

Based on his knowledge cannot see basis for
claim to disc - feel she treated like others
never sent anyone to other duty location - many workload in
[redacted] b6
b7C

(2)

No aware of any complaint of discrimination
made by [redacted]. Thought that [redacted]
[redacted] gave some preferential treatment to
But in general [redacted]
treated employees fairly & equally incl
self & [redacted].

b6
b7C

No knowledge re claim.

Alleged complainant re work given at unbalanced manner
He did complain when first assigned to
section I felt that work load not
equally dist. - went to [redacted] base

b6
b7C

A/C/SW from [redacted] who cause corrective action
which resulted in equitable dist of work
& thereafter had good prob w/ [redacted]
Even 6 mos. later he has

[redacted] not difficult to work for
Not known of anyone else who thought in
Unfair performance ratings or appeared
to employer.

b6
b7C

b6
b7C

FD-340 REV. (10-1-76)

File No. 62-2610-1A¹⁰

Date Received 6-10-77

From _____
(NAME OF CONTRIBUTOR)

b6
b7C

(ADDRESS OF CONTRIBUTOR)

To Be Returned Yes Receipt Given Yes

No

Description:

Original notes re
interview of _____

b6
b7C

PA/FOT

6-10-77

No claim of
Confidentiality

(1)

b6
b7C

Botted
6-13-77

Never worked for [redacted] & he never worked
for [redacted] Ass't Chief of Mgt Support Office
Directorate of Procurement & Production
(Bldg #32) 275-4714.

b6
b7C

Know [redacted]

&

[redacted] did not know
that [redacted] was ever super of [redacted]

Not aware of & cannot therefore
comment on claim of discrimination
such as not giving [redacted] demand of
specializing [redacted] unfair evaluation &
disc of [redacted] to visitors.

Not aware of any employee complaining
about [redacted] being difficult to
work for or giving [redacted] performance
rating in appraisals.

b6
b7C

(2)

[redacted] worked for [redacted] b6
directly during [redacted] b7C
past Team FTI [redacted] Contract

[redacted] member of team consisting of about
25 other employees GS4-GS11 [redacted]

about [redacted] promoted & became
[redacted] supervisor still had contact b6
but no longer direct supervisor contact b7C

Thru dir contact to superv. highly
satisfactory employee. will [redacted] learned
quickly. probably rated her
performance 1 or 2 times - reflect opinion
as intelligent & ambitious person above

[redacted] Never complained to [redacted] about
bey dissim agan in any way when he
was 1st line & 2nd line superv.

Never had reason to doubt her work.

[redacted] Self-pot. Chronic Complainant type
& if she best complained re disc' than [redacted]
[redacted] could have to quit because don't
believe our spkr & she never complained of

File No. 62-2610 - 1A18
Date Received 6-13-77
From
(NAME OF CONTRIBUTOR)

b6
b7c

(ADDRESS OF CONTRIBUTOR)

b6
b7c

Description:

Original notes
re interview

b6
b7c

V/P/POT

6-13-77

No claim
of confidentiality

Botted
6-13-77 Jp

b6
b7C

Supvisor Contract administrator
Contract mgf. Branch
DASC (Bldg #32)
275-36780

Know both [redacted]

[redacted] +

b6
b7C

Never worked for [redacted]

+ [redacted] has looked for him since
when he was at [redacted]

Agoer [redacted]

Never aware [redacted] worked for [redacted]

Not in position to comment on alleged disc' acts by [redacted]

Consider [redacted] active Sales employ
rated as such, I have O. plan to rate
for so agm 7/77.
Never complained of disc to him.

b6
b7C

[redacted] does like to socialize a
lot - ~~get~~ going to bring together
all of tally who should be working

b6
b7C

FD-340 REV. (6-24-65)

File No. 62-2610-1A72

Date Received 6/8/77

From SA [redacted]

(NAME OF CONTRIBUTOR)
FBI, Richmond.

(ADDRESS OF CONTRIBUTOR)

(CITY AND STATE)

SA [redacted]

(NAME OF SPECIAL AGENT)

b6
b7C

b6
b7C

To Be Returned Yes Receipt Given Yes
 No No

Description :

Original Notes of
Interview with



b6
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Original
Notes of SA

6/8/77

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b7D

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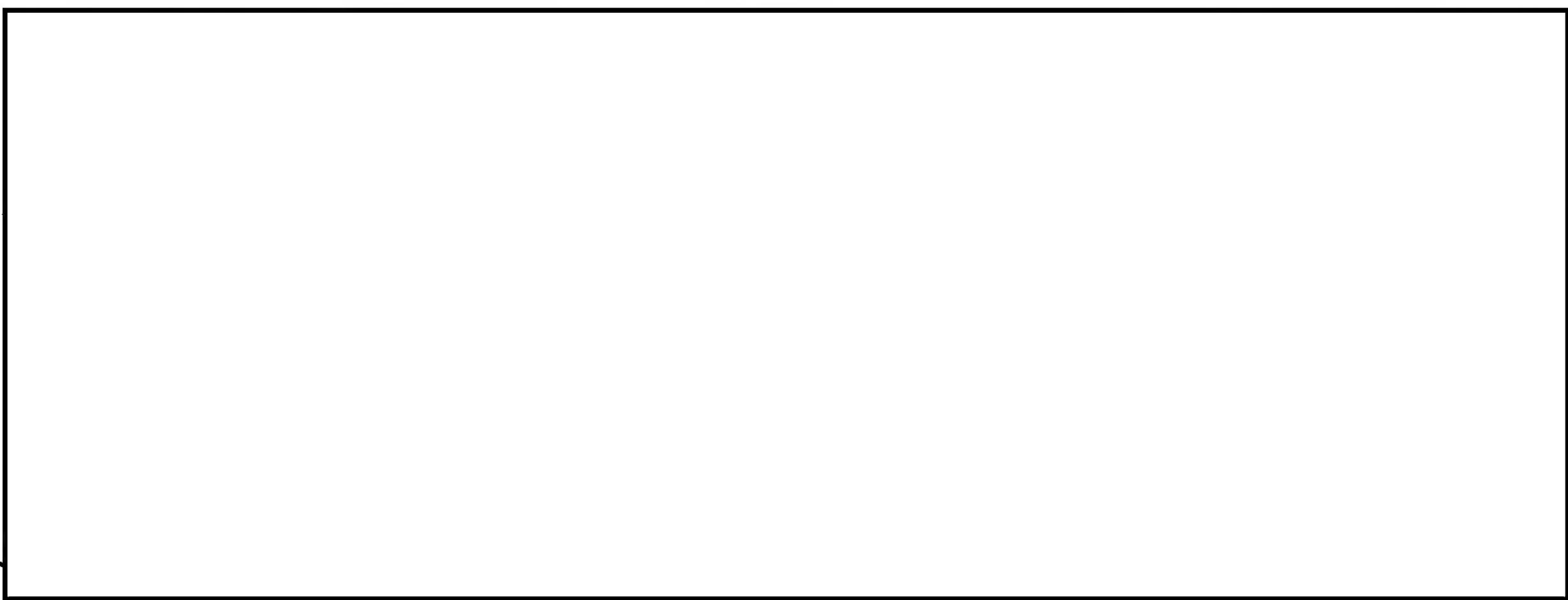
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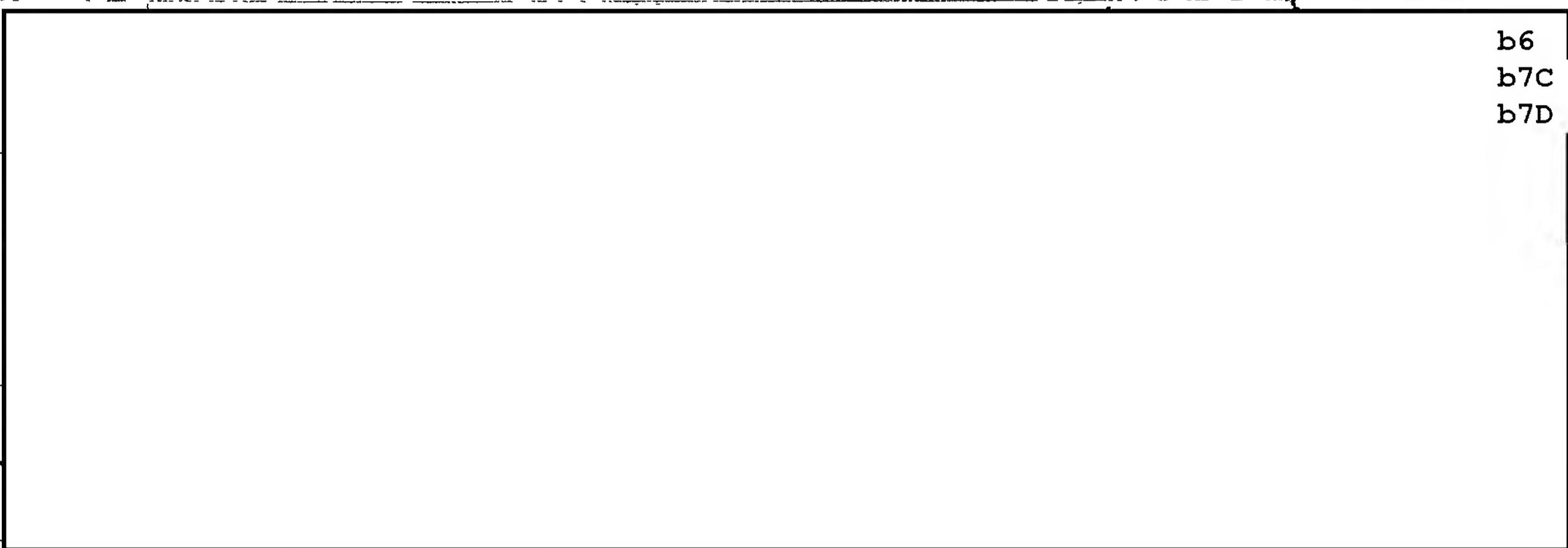
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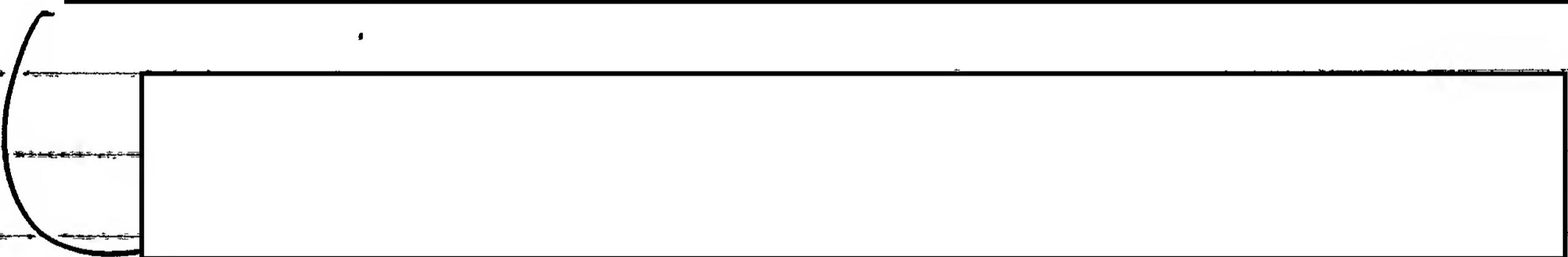
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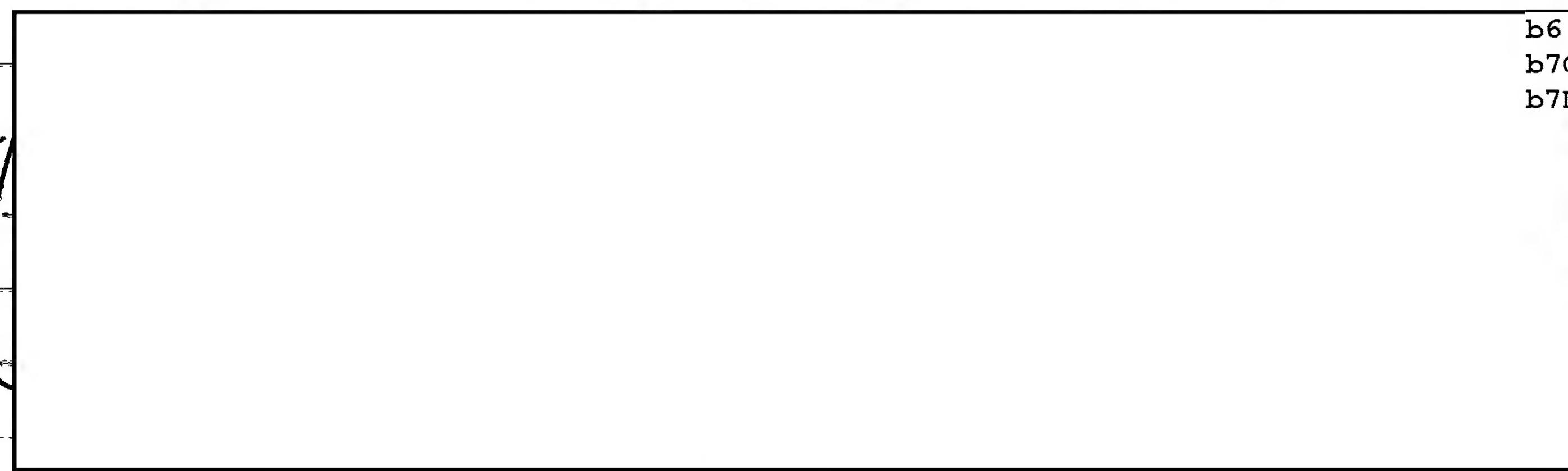
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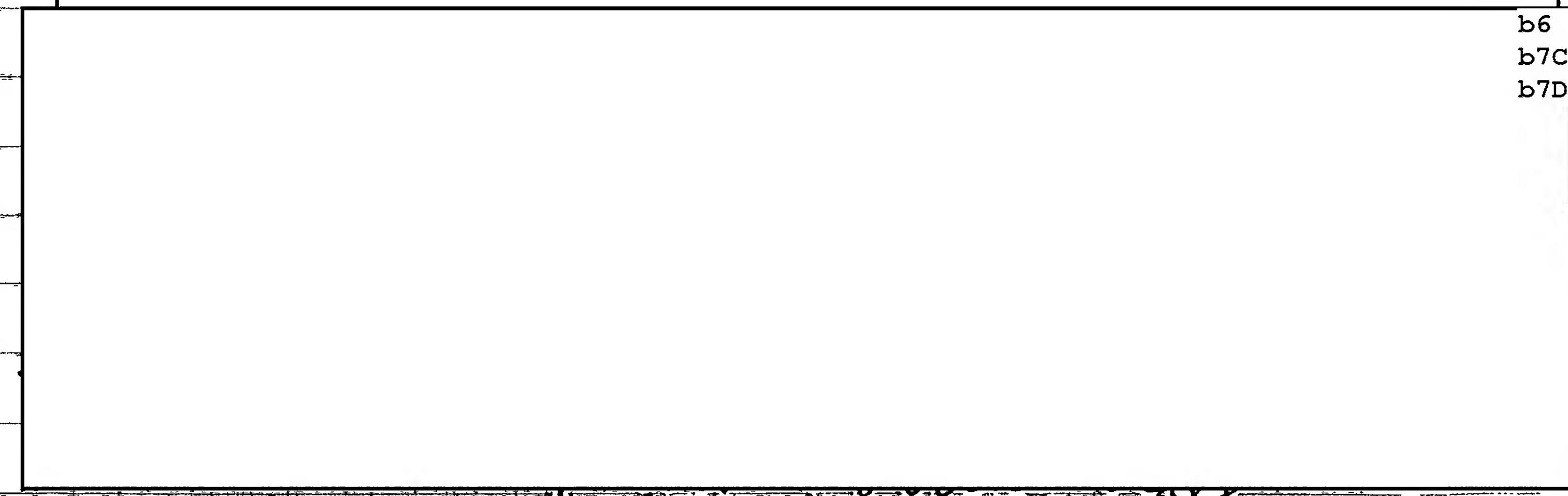
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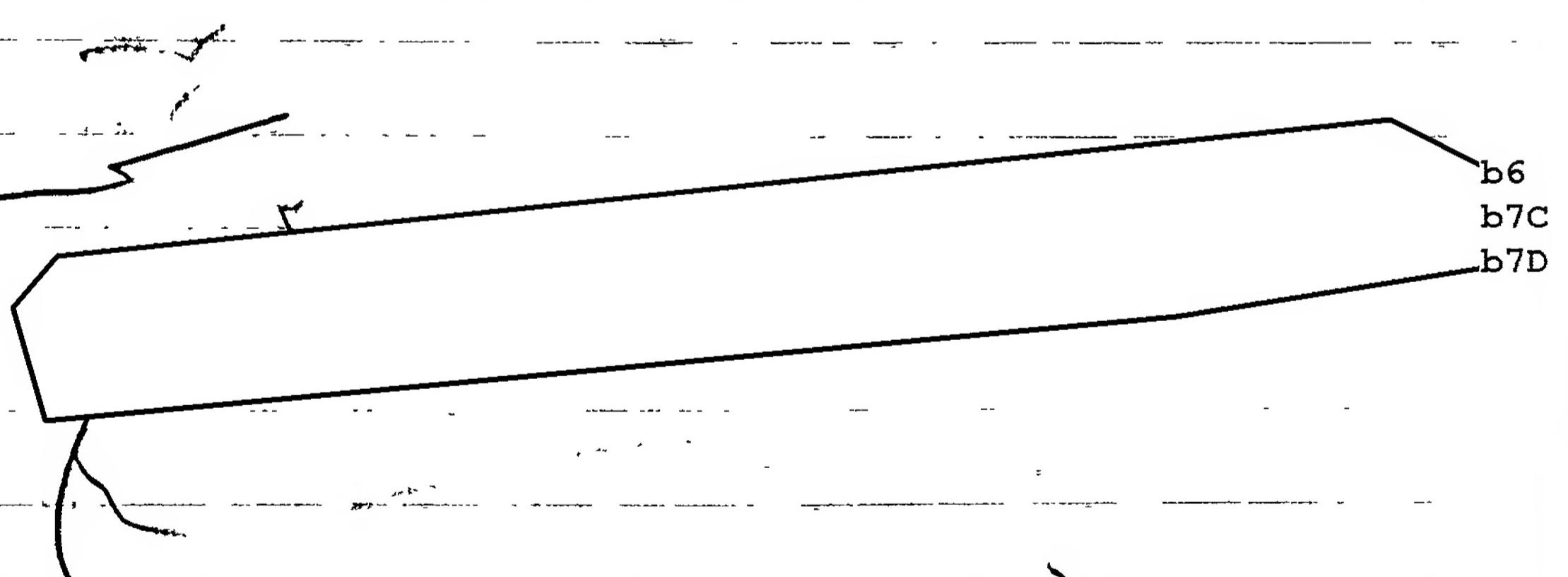
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FD-340 REV. (6-24-65)

File No. 62-2610-1A13
Date Received 6/15/77
From SA [redacted]
(NAME OF CONTRIBUTOR)
FBI, Richmond
(ADDRESS OF CONTRIBUTOR)

SA [redacted]
(NAME OF AGENT)

b6
b7C

b6
b7C

To Be Returned Yes. Receipt Given Yes.
 No No

Description:

Original Notes of
Interview with

[Redacted box]

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Original Mollie [redacted]

6/10/77

b6
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[redacted] intern at bus station
[redacted] where walkmen
exploded as an [redacted]
was advised purpose of intern was to discuss
her knowledge of [redacted] general & specific
alleged acts of discrimination against blacks &
woman employ at (D.G.S.C) Defense General
Supply Ctr.

I do now demand my Power of
Privacy & Freedom Inf'dmt

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serv

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FD-340 REV. (6-24-65)

File No. 62-2610-1A'Y

Date Received 6/15/77

From SA [redacted]

FBI (Richmond)
(ADDRESS OF CONTRIBUTOR)

SA [redacted]

To Be Returned Yes Receipt Given Yes
 No No

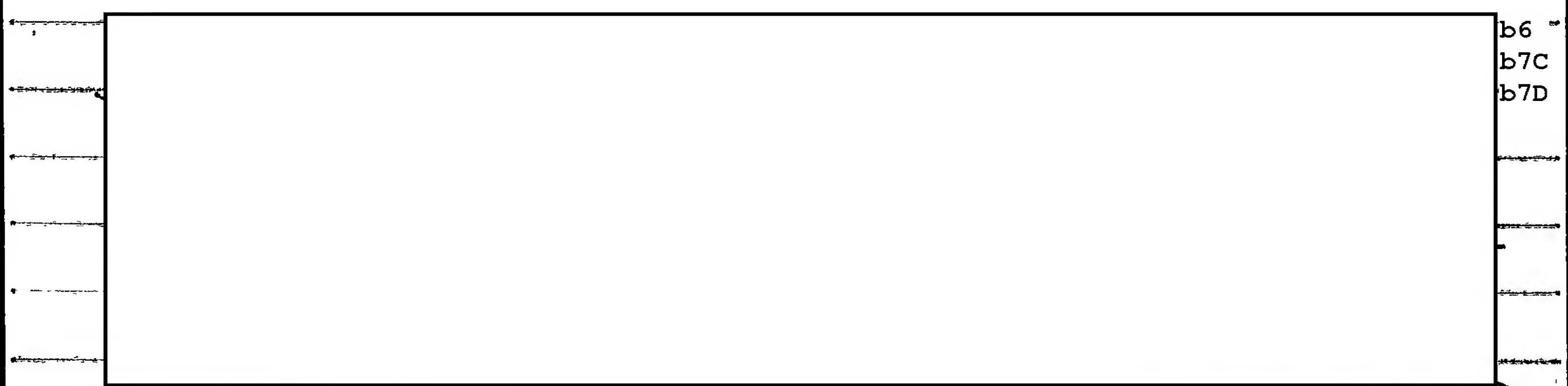
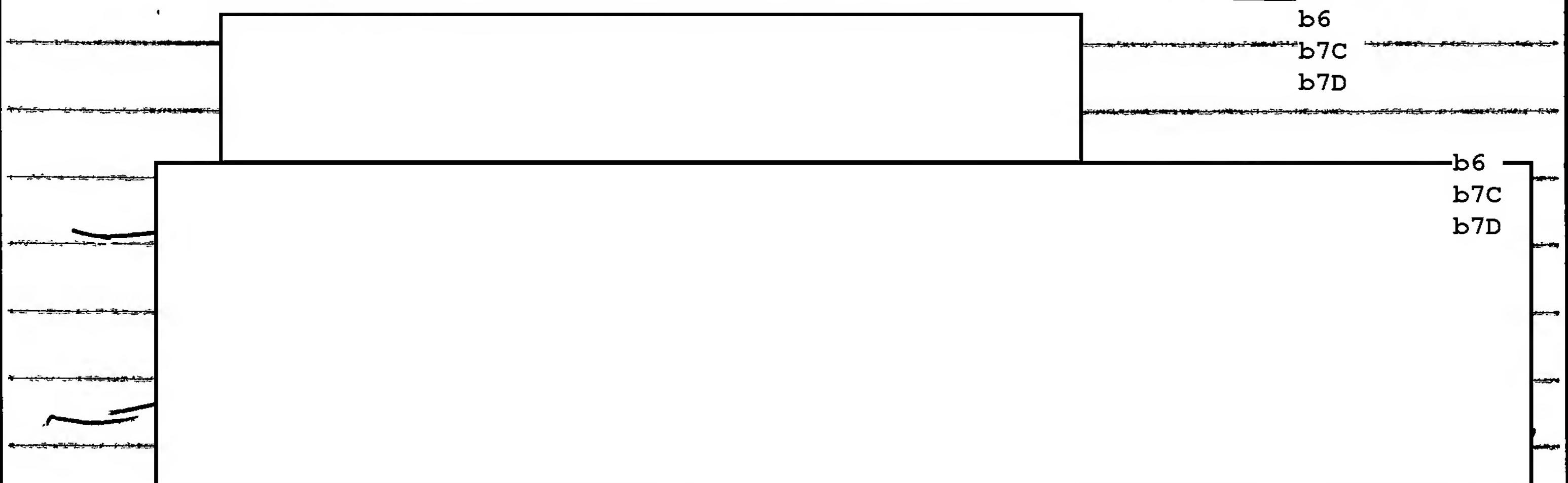
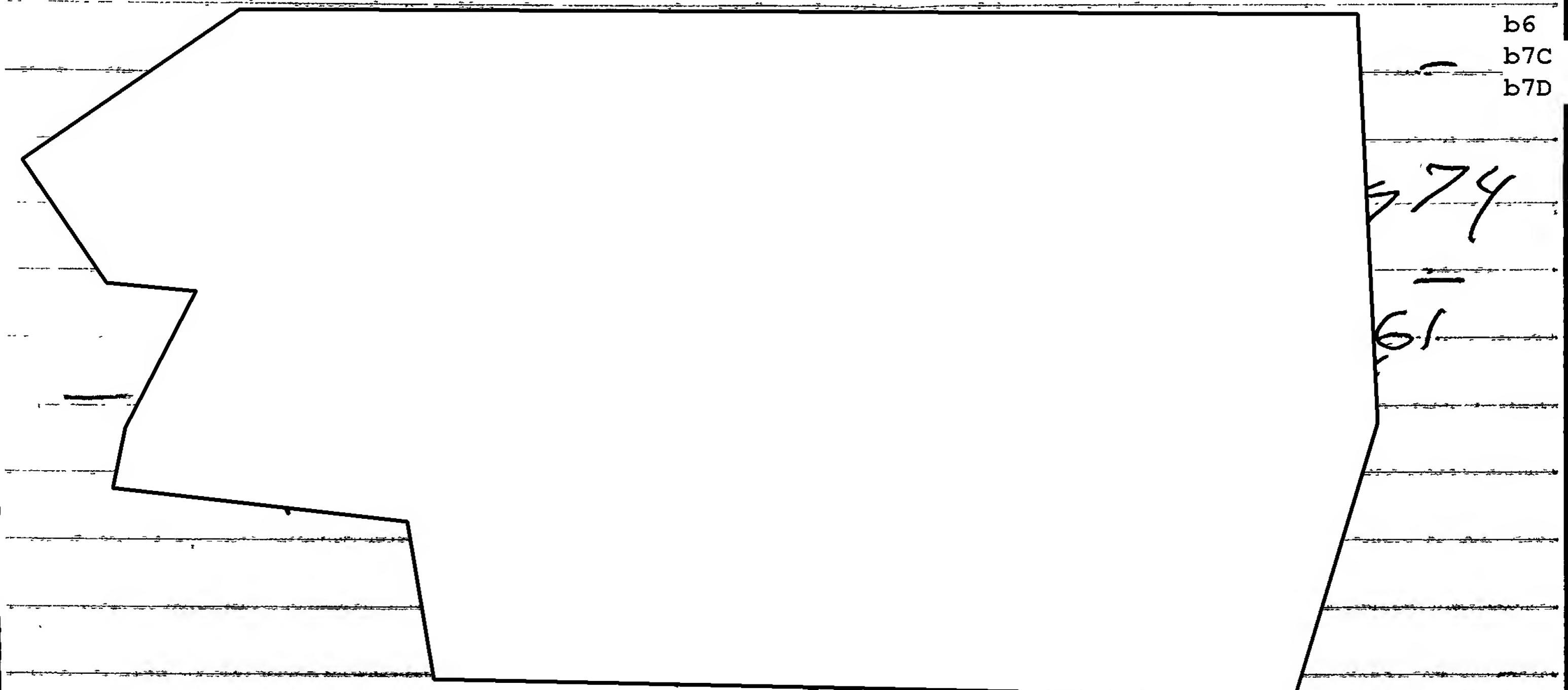
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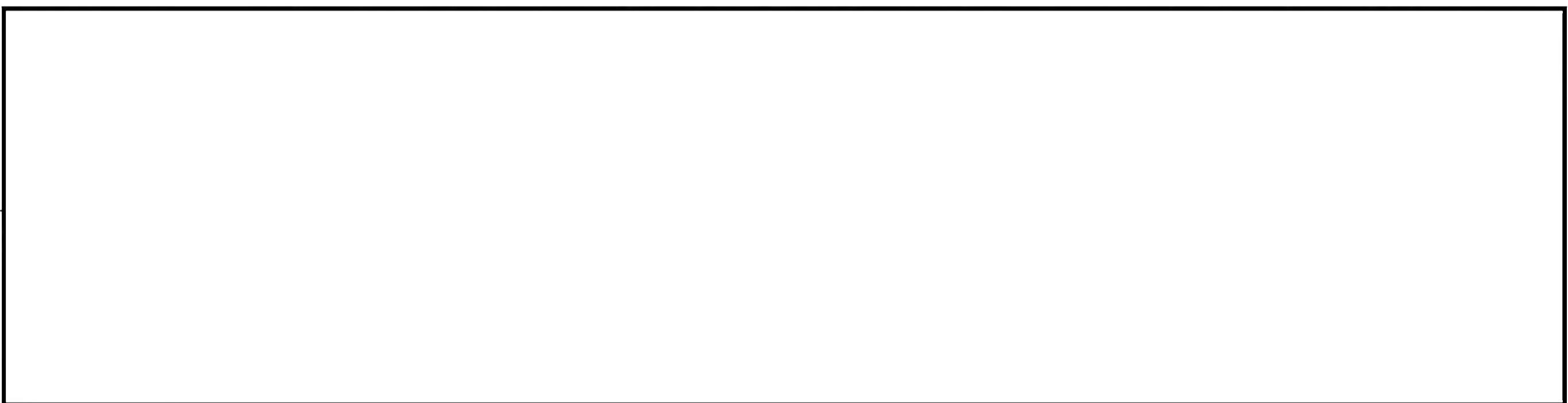
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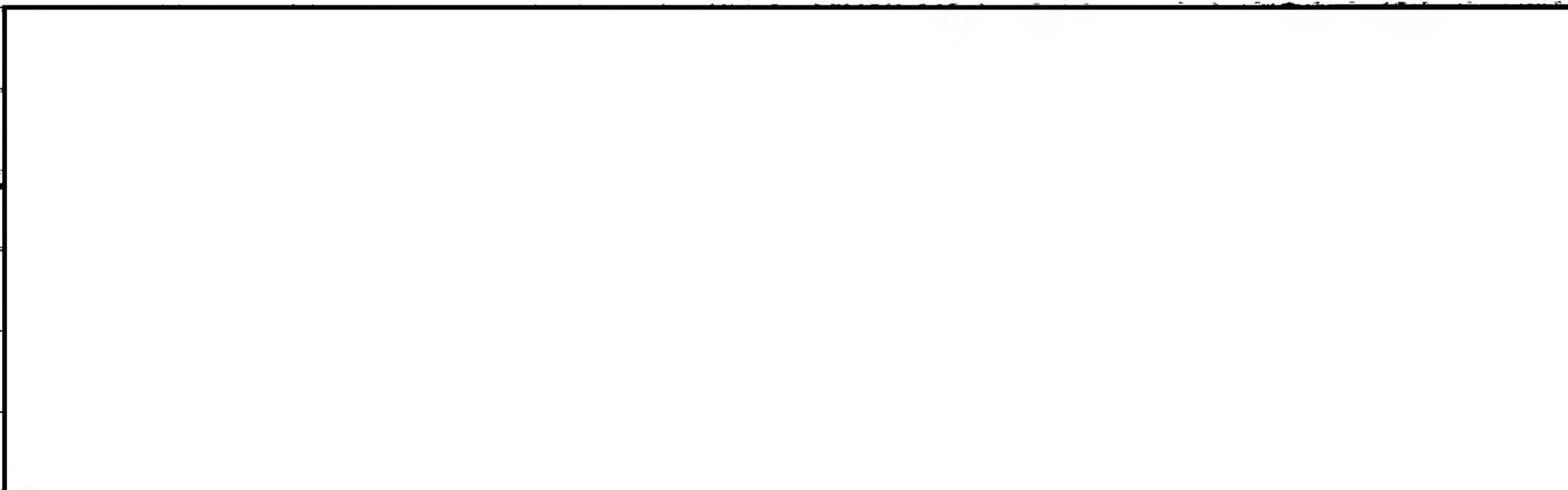
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File No. 62-2610-1A15
Date Received 6-15-77
From

b6 b7C

(ADDRESS OF CONTRIBUTOR)

(NAME OF SPECIAL AGENT)

b6 b7C

To Be Returned Yes Receipt Given Yes

No

No

Description:

Original inter
re interview

of

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b7D

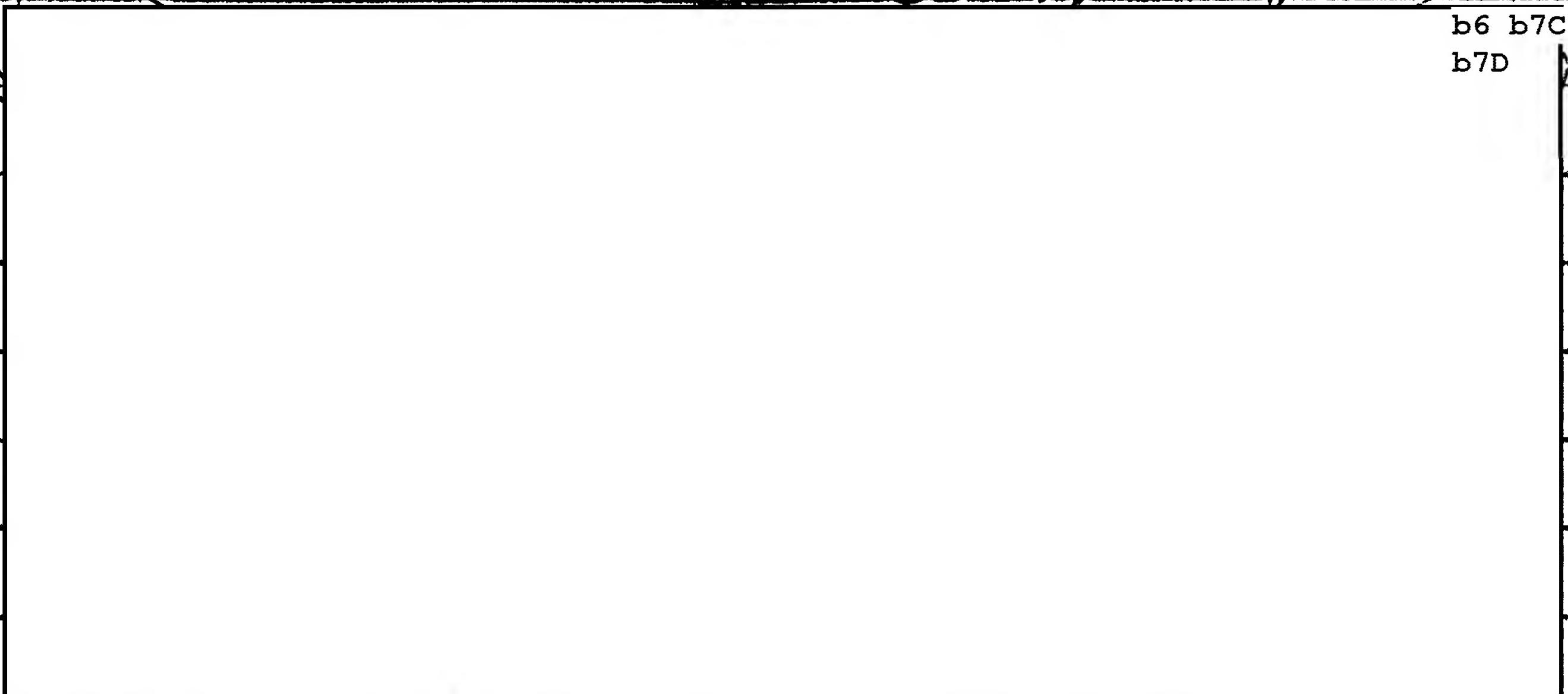
6-15-77

Cr 15-77
J.P.

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The Office of Counsel
DOJ-SAC

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b7D

(2)

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FD-340 REV. (6-24-65)

File No. 62-261012/216
Date Received 6-12-77
From FBI - Richmond
(NAME OF CONTRIBUTOR)
Va.
(CITY AND STATE)
(NAME OF SPECIAL AGENT)

To Be Returned Yes Receipt Given Yes

No

No

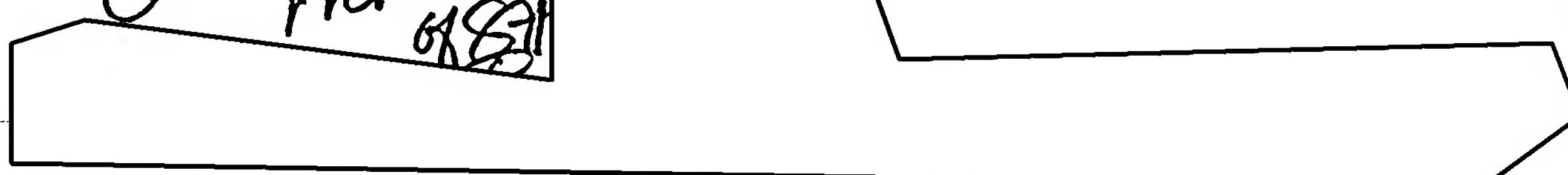
Description :

Original Notes
85A
of interview with
[Redacted]

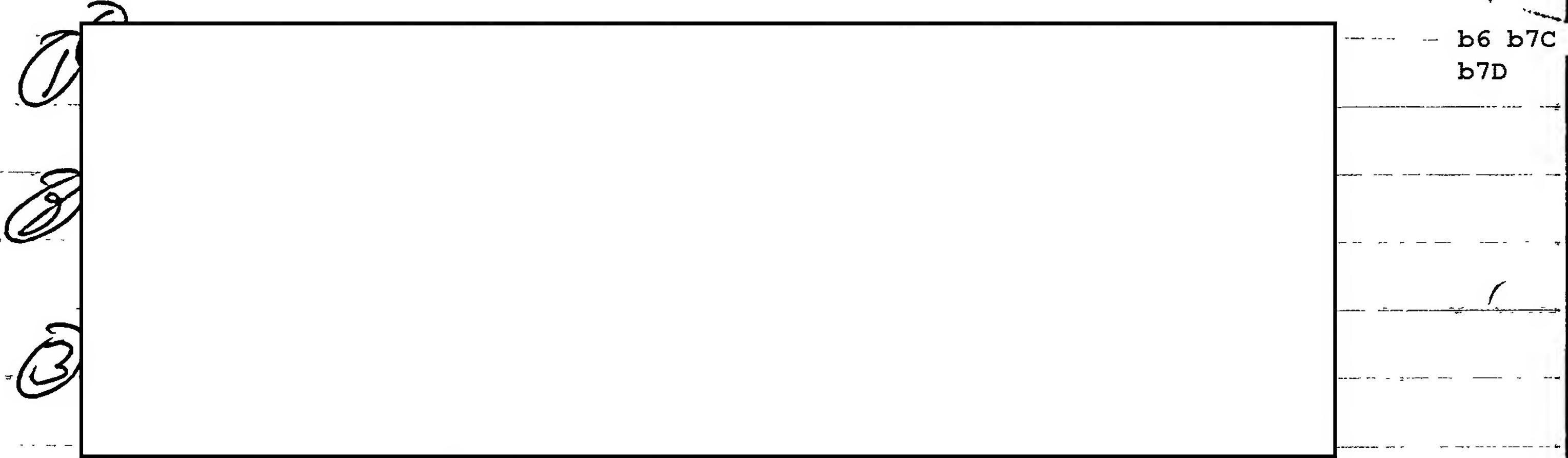
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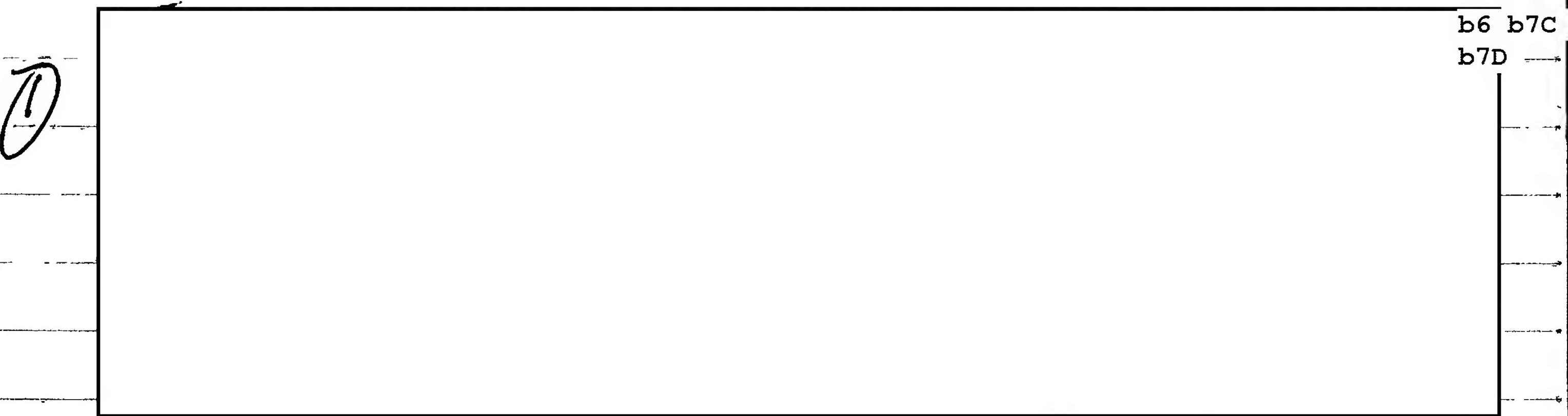
*Original
Notes 6/3/27*



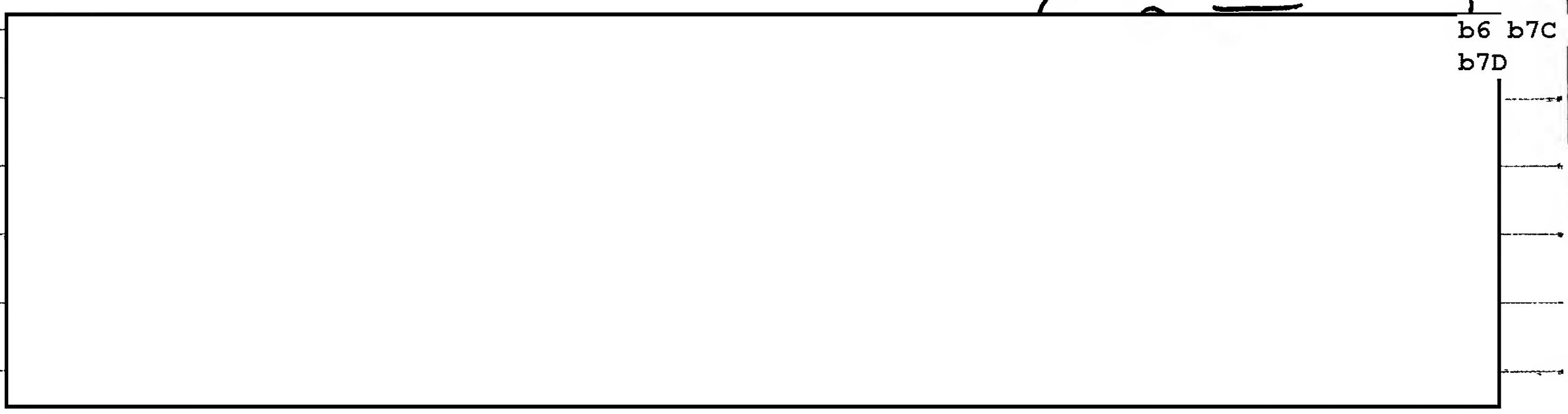
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SA -

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CA -

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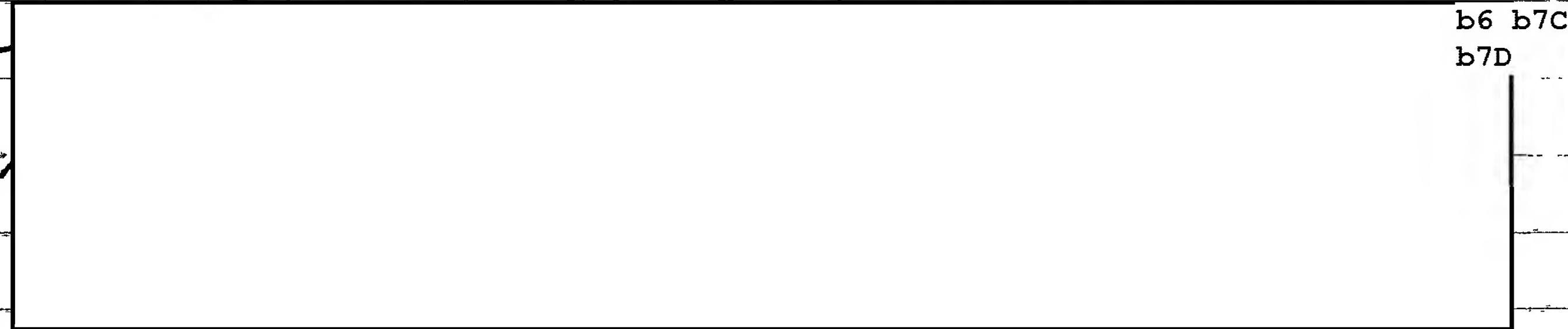
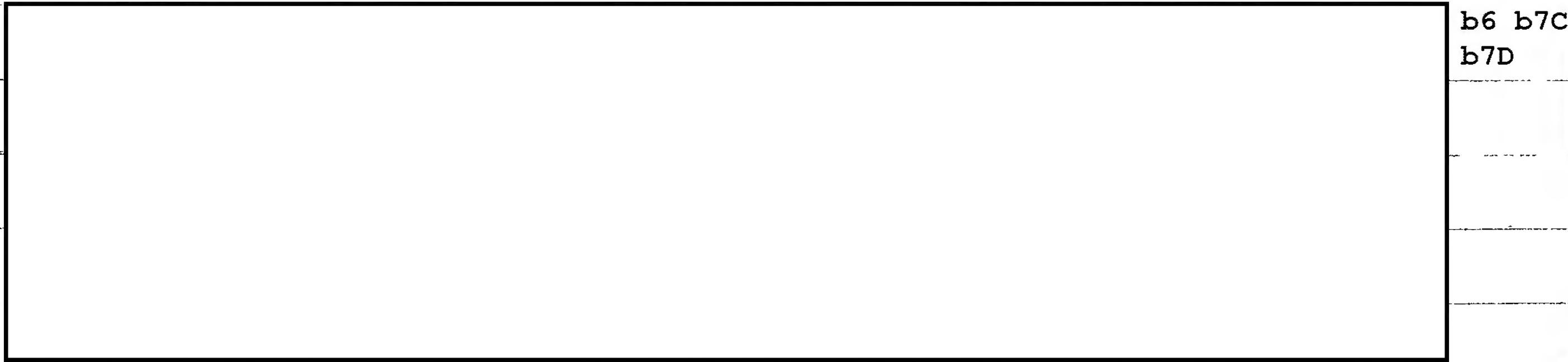
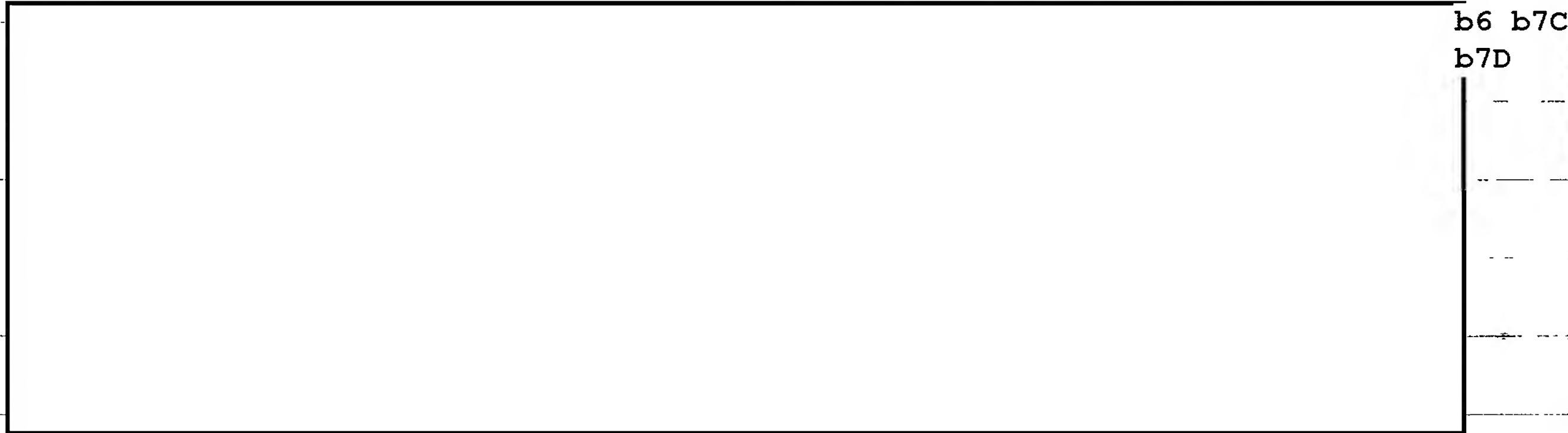
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b7D

-12-



FD-340 (REV. 6-24-65)

File No. 62-2610-1A17

Date Received 5-10-77

From _____

To Be Returned Yes No

Description: adv. rt. - class member

b6 b7c

IN THE UNITED STATES DISTRICT COURT
FOR THE EASTERN DISTRICT OF VIRGINIA

Richmond Division

LILLIE MAE BROWN, et al.,

Plaintiffs,

vs.

CIVIL ACTION

JAMES R. SCHLESINGER, et al.,

No. 74-0202-R

Defendants.

INTERVIEW WITH CLASS MEMBER

ADVICE OF RIGHTS

Place DGSC-Bellwood
Date 5-10-77
Time 8 40 am

Before I ask you any questions, you must understand your rights.

You are a member of the class in the above-captioned lawsuit. That class is made up of all present and former female and black DGSC employees.

The following attorneys are presently acting as your lawyers in this lawsuit.

[REDACTED] Esquire
[REDACTED] Esquire
[REDACTED] Esquire
Hill, Tucker & Marsh
214 East Clay Street
P. O. Box 27363
Richmond, VA 23261
Tel.: 648-9073 (804)

b6 b7C

You have the right to talk to any of the above lawyers for advice before I ask you any questions and to have any of the lawyers with you during questioning.

The purpose and nature of this class action is explained in the attached Notice of Pendency of Class Action; a copy of which you may have already received. You should read that Notice now if you have not previously done so.

If you decide to answer questions now without one of your lawyers present, you will still have the right to stop answering at any time. You also have the right to stop answering at any time until you talk to one of your lawyers.

Anything you say can be used in court and can be used against you if you decide to testify on behalf of the plaintiffs Lillie Mae Brown, et al.

Your willingness to answer questions or your refusal to do so will not be taken into account by your employer in any way; nor will it be reflected in your Official Personnel Folder or in any personnel or promotion decision.

WAIVER OF RIGHTS

I have read this statement of my rights and I understand what my rights are. I am willing to answer your questions. I do not want one of my lawyers present at this time. I understand and know what I am doing. No promises or threats have been made to me and no pressure or coercion of any kind has been used against me.

b6 b7C

Sig:

Sgt. Mjt., FBI

8:45pm

IN THE UNITED STATES DISTRICT COURT
FOR THE EASTERN DISTRICT OF VIRGINIA

Richmond Division

LILLIE MAE BROWN, et al.,

Plaintiffs,

vs.

CIVIL ACTION

JAMES R. SCHLESINGER, et al.,

No. 74-0202-R

Defendants.

INTERVIEW WITH CLASS MEMBER

ADVICE OF RIGHTS

Place Richmond, VA
Date 5-13-77
Time 10:08 am

Before I ask you any questions, you must understand your rights.

You are a member of the class in the above-captioned lawsuit. That class is made up of all present and former female and black DGSC employees.

The following attorneys are presently acting as your lawyers in this lawsuit.

[REDACTED] Esquire
[REDACTED] Esquire
[REDACTED] Esquire

b6 b7C

Hill, Tucker & Marsh
214 East Clay Street
P. O. Box 27363
Richmond, VA 23261
Tel.: 648-9073 (804)

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WAIVER OF RIGHTS

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Signed

Witness

b6 b7C

FD-340 REV. (6-24-65)

File No. 62-2610-1A18

Date Received 6-29-77

From

b6 b7C

(ADDRESS OF CONTRIBUTOR)

b6 b7C

... returned Yes Receipt Given Yes
 No No

Description:

adv. st - class member

IN THE UNITED STATES DISTRICT COURT
FOR THE EASTERN DISTRICT OF VIRGINIA

Richmond Division

LILLIE MAE BROWN, et al.,

Plaintiffs,

vs.

CIVIL ACTION

JAMES R. SCHLESINGER, et al.,

No. 74-0202-R

Defendants.

INTERVIEW WITH CLASS MEMBER

ADVICE OF RIGHTS

Place Richmond, VA
Date 6-29-77
Time 9:45 AM

Before I ask you any questions, you must understand your rights.

You are a member of the class in the above-captioned lawsuit. That class is made up of all present and former female and black DGSC employees.

The following attorneys are presently acting as your lawyers in this lawsuit.

[REDACTED] Esquire
[REDACTED] Esquire
[REDACTED] Esquire
Hill, Tucker & Marsh
214 East Clay Street
P. O. Box 27363
Richmond, VA 23261
Tel.: 648-9073 (804)

b6 b7C

You have the right to talk to any of the above lawyers for advice before I ask you any questions and to have any of the lawyers with you during questioning.

The purpose and nature of this class action is explained in the attached Notice of Pendency of Class Action; a copy of which you may have already received. You should read that Notice now if you have not previously done so.

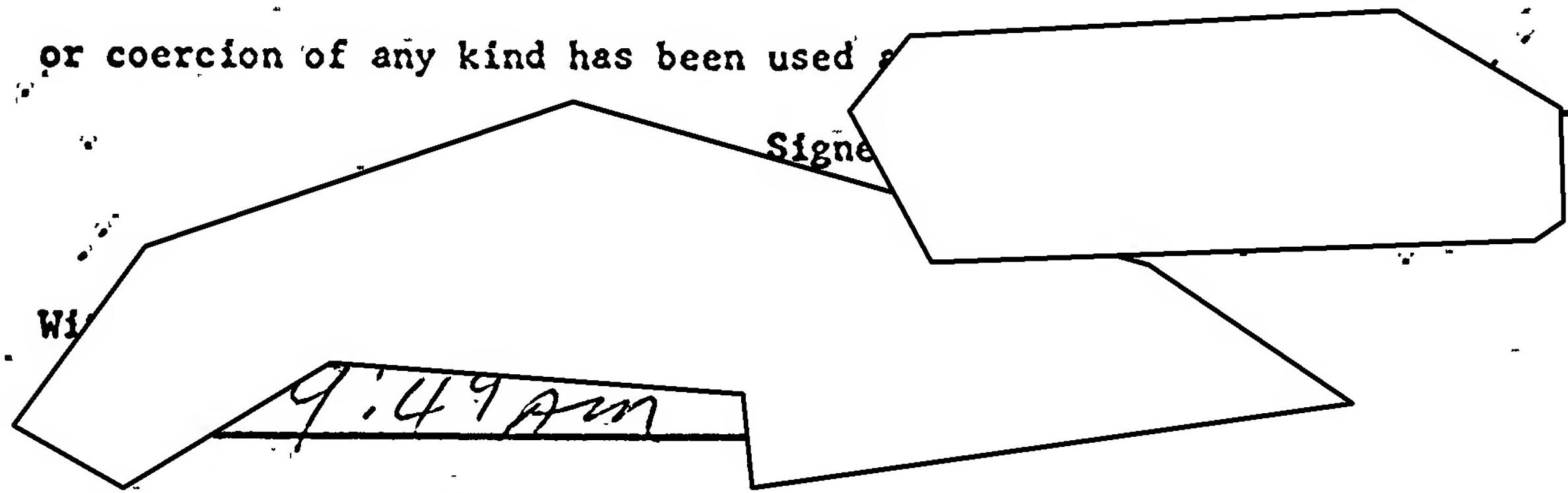
If you decide to answer questions now without one of your lawyers present, you will still have the right to stop answering at any time. You also have the right to stop answering at any time until you talk to one of your lawyers.

Anything you say can be used in court and can be used against you if you decide to testify on behalf of the plaintiffs Lillie Mae Brown, et al.

Your willingness to answer questions or your refusal to do so will not be taken into account by your employer in any way; nor will it be reflected in your Official Personnel Folder or in any personnel or promotion decision.

WAIVER OF RIGHTS

I have read this statement of my rights and I understand what my rights are. I am willing to answer your questions. I do not want one of my lawyers present at this time. I understand and know what I am doing. No promises or threats have been made to me and no pressure or coercion of any kind has been used.



b6 b7C
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FD-340 REV. (6-24-65)

File No. 102-2610-1A19

Date Received 6-24-77

From

b6 b7C

To

b6 b7C

To Be Returned Yes Receipt Given Yes
 No No

Description:

adv. re - class memory

IN THE UNITED STATES DISTRICT COURT
FOR THE EASTERN DISTRICT OF VIRGINIA

Richmond Division

LILLIE MAE BROWN, et al.,

Plaintiffs,

vs.

CIVIL ACTION

JAMES R. SCHLESINGER, et al.,

No. 74-0202-R

Defendants.

INTERVIEW WITH CLASS MEMBER

ADVICE OF RIGHTS

Place Richmond, VA
Date 4-29-77
Time 10:16 AM

Before I ask you any questions, you must understand your rights.

You are a member of the class in the above-captioned lawsuit. That class is made up of all present and former female and black DGSC employees.

The following attorneys are presently acting as your lawyers in this lawsuit.

[REDACTED] Esquire
[REDACTED] Esquire
[REDACTED] Esquire
Hill, Tucker & Marsh
214 East Clay Street
P. O. Box 27363
Richmond, VA 23261
Tel.: 648-9073 (804)

b6 b7C

You have the right to talk to any of the above lawyers for advice before I ask you any questions and to have any of the lawyers with you during questioning.

The purpose and nature of this class action is explained in the attached Notice of Pendency of Class Action; a copy of which you may have already received. You should read that Notice now if you have not previously done so.

If you decide to answer questions now without one of your lawyers present, you will still have the right to stop answering at any time. You also have the right to stop answering at any time until you talk to one of your lawyers.

Anything you say can be used in court and can be used against you if you decide to testify on behalf of the plaintiffs Lillie Mae Brown, et al.

Your willingness to answer questions or your refusal to do so will not be taken into account by your employer in any way; nor will it be reflected in your Official Personnel Folder or in any personnel or promotion decision.

WAIVER OF RIGHTS

I have read this statement of my rights and I understand what my rights are. I am willing to answer your questions. I do not want one of my lawyers present at this time. I understand and know what I am doing. No promises or threats have been made to me and no pressure or coercion of any kind has been used against me.

Signer

Wit

Tim

10:20 am

b6 b7C

File No. 62-2610-1A20

Date Received 6-15-77

From

b6 b7C

(ADDRESS OF CONTRIBUTOR)

b6 b7C

To Be Returned Yes Receipt Given Yes

No

No

Description:

Advice of Rights
re interview with
Class member

b6 b7C

IN THE UNITED STATES DISTRICT COURT
FOR THE EASTERN DISTRICT OF VIRGINIA

Richmond Division

LILLIE MAE BROWN, et al.,

Plaintiffs,

vs.

CIVIL ACTION

JAMES R. SCHLESINGER, et al.,

No. 74-0202-R

Defendants.

INTERVIEW WITH CLASS MEMBER

ADVICE OF RIGHTS

Place RICHMOND, VA
Date 6-15-77
Time 9:47 AM

Before I ask you any questions, you must understand your rights.

You are a member of the class in the above-captioned lawsuit. That class is made up of all present and former female and black DGSC employees.

The following attorneys are presently acting as your lawyers in this lawsuit.

[REDACTED] Esquire
[REDACTED] Esquire
[REDACTED] Esquire
Hill, Tucker & Marsh
214 East Clay Street
P. O. Box 27363
Richmond, VA 23261
Tel.: 648-9073 (804)

b6 b7C

You have the right to talk to any of the above lawyers for advice before I ask you any questions and to have any of the lawyers with you during questioning.

The purpose and nature of this class action is explained in the attached Notice of Pendency of Class Action; a copy of which you may have already received. You should read that Notice now if you have not previously done so.

If you decide to answer questions now without one of your lawyers present, you will still have the right to stop answering at any time. You also have the right to stop answering at any time until you talk to one of your lawyers.

Anything you say can be used in court and can be used against you if you decide to testify on behalf of the plaintiffs Lillie Mae Brown, et al.

mti

Your willingness to answer questions or your refusal to do so will not be taken into account by your employer in any way; nor will it be reflected in your Official Personnel Folder or in any personnel or promotion decision.

WAIVER OF RIGHTS

I have read this statement of my rights and I understand what my rights are. I am willing to answer your questions. I do ~~not~~ want one of my lawyers present at this time. I understand and know what I am doing. No promises or threats have been made to me and no pressure or coercion of any kind has been used against me.

Signed 

Witness: 

Time: 9:50 AM 

b6 b7c

SA, FBI, Ro. Va
6-15-77

44-185 L320853

AM AD

DE RE

RE 020452Z APR 77

TO DIRECTOR

FROM RICHMOND ROUTINE

BT

CLEAN

LILLIE M. BROWN 104-389*
100-8374-548

LILLIE MAE BROWN, ET AL, VERSUS JAMES R. SCHLESINGER,
SECRETARY OF DEFENSE, CIVIL ACTION NUMBER 74-3202-R.

TELETYPE TO RICHMOND DATED APRIL 1, 1977.

REFERENCE IS ALSO MADE TO A LETTER DATED MARCH
24, 1977, FROM U. S. ATTORNEY WILLIAM B. CUMMINGS,
EASTERN DISTRICT OF VIRGINIA, ALEXANDRIA, VIRGINIA,
ADDRESSED TO THE DIRECTOR, WASHINGTON, D.C., REQUESTING
INVESTIGATION BE CONDUCTED RE CAPTIONED MATTER.

THIS MATTER APPEARS TO CONTAIN ELEMENTS OF
CIVIL RIGHTS INVESTIGATION INVOLVING A DISCRIMINATION IN
HIRING OF A GOVERNMENT AGENCY. IN ORDER TO DETERMINE
IF THE FBI HAS INVESTIGATIVE JURISDICTION TO CONDUCT
APPROPRIATE INVESTIGATION, RICHMOND DIVISION SHOULD

62-2610-2

SEARCHED	INDEXED
SERIALIZED	FILED
APR 11 1977	
FBI - RICHMOND	
<i>[Signature]</i>	

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PAGE TWO CLEAR

CONTACT U. S. ATTORNEY'S OFFICE, RICHMOND, AND
DETERMINE THE FOLLOWING:

1. WHEN WAS CIVIL SUIT FILED?
 2. HAVE ALL ADMINISTRATIVE REMEDIES BEEN
EXHAUSTED PRIOR TO THE SUIT BEING FILED?
 3. WERE ALLEGATIONS REFERRED TO CIVIL SERVICE
COMMISSION FOR INVESTIGATION?
- RICHMOND DIVISION REQUESTED TO ADVISE THE
ABOVE AND FURNISH SAC RECOMMENDATION.

BT

092065Z KH 1

62-2610 -3



A handwritten signature in cursive ink, appearing to read "J.W." or "John W.", located to the right of the empty box.

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HQ0065 1022317

RR RH

DE HQ

R 122233Z APR 77

FM DIRECTOR

TO RICHMOND (62-NEW) ROUTINE

BT

CLEAR

LILLIE MAE BROWN, ET AL., VERSUS JAMES R. SCHLESINGER,
SECRETARY OF DEFENSE, CIVIL ACTION NUMBER 74-0202-R,
MISCELLANEOUS CIVIL SUIT, OO: RICHMOND.

REFERENCE IS MADE TO YOUR TELETYPE TO BUREAU DATED
APRIL 1, 1977, AND YOUR AIRTEL TO BUREAU DATED APRIL 6, 1977.

FROM A REVIEW OF THE USA'S OFFICE LETTER ATTACHED TO
REFERENCED AIRTEL THIS MATTER DOES CONSTITUTE A CIVIL
PROCEEDING UNDER THE MISCELLANEOUS CIVIL SUIT CATEGORY
WITHIN THE BUREAU'S JURISDICTION AND SHOULD BE INVESTIGATED
ACCORDINGLY.

RICHMOND DIVISION, THEREFORE, REQUESTED TO RECONTACT
USA'S OFFICE DISCUSS THE REQUESTED INVESTIGATION IN DETAIL,
THEREAFTER, INSTITUTE A PROMPT INVESTIGATION NOTING THE

62-2610-5

SEARCHED	INDEXED
SERIALIZED	FILED
APR 12 1977	
FBI - RICHMOND	
[Redacted]	

J. W. [Signature]

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PAGE TWO CLEAR

DEADLINE OF JUNE 27, 1977.

WHILE FBI HEADQUARTERS DOES NOT CONCUR THAT SPECIAL AGENTS SHOULD BE ASSIGNED TO THE USA'S OFFICE DURING THIS INVESTIGATION YOU SHOULD INSURE THAT SUFFICIENT MANPOWER WITHIN YOUR OFFICE IS ASSIGNED AND THAT THIS MATTER IS CLOSELY COORDINATED WITH USA'S OFFICE TO ELIMINATE ANY UNNECESSARY OR OTHERWISE FRUITLESS INVESTIGATION.

BT

1022322

RH I

UNITED STATES GOVERNMENT

Memorandum

TO : SAC, RICHMOND (62-2610) (P)

DATE: 5/11/77

FROM : SA [redacted]

b6
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SUBJECT: LILLIE MAE BROWN,
Et Al, vs.
JAMES R. SCHLESINGER
MISCELLANEOUS - CIVIL

On 4/26/77, AUSA [redacted] EDVA, Richmond, Va., was advised that all persons interviewed by the FBI in this case would be advised of the provisions of the Privacy Act and Freedom of Information Act as they applied to this investigation, namely that persons who are the subject of this inquiry could, at some later date, seek and get access to any information they may furnish unless they specifically request confidentiality.

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Mr. [redacted] expressed concern at this procedure and requested that a specific request be made to FBI Headquarters to determine if this warning was absolutely essential in this case.

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On 4/26/77, the writer telephonically contacted FBIHQ and talked with SA [redacted], in the FOI-PA Section. The questions raised by AUSA [redacted] and the details and nature of this particular case were described to him and SA [redacted] advised that agents conducting interviews with potential witnesses in this case must advise interviewees of the provisions of the Privacy and Freedom of Information Acts as they apply to this investigation.

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② - Richmond
JAA/ddm
(2)

62-2610-6

SEARCHED	1	INDEXED	1
SERIALIZED	1	FILED	[initials]
MAY 1 1977			
FBI-RICHMOND			



Buy U.S. Savings Bonds Regularly on the Payroll Savings Plan

UNITED STATES GOVERNMENT

Memorandum

TO : SAC, RICHMOND (62-2610) -P-

DATE: 5/18/77

FROM : SA [redacted]

SUBJECT: LILLIE MAE BROWN;
ET AL;
VERSUS JAMES R. SCHLESINGER
MISCELLANEOUS - CIVIL SUIT
(OO: RH)

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On 5/16/77, AUSA [redacted] Eastern District of Virginia (EDVA), Richmond, Virginia, provided a one-page sheet listed as Attachment A-7. Employee Identification, for [redacted] AUSA [redacted] requested regarding Claim Number 1, that [redacted] be interviewed; regarding Claim Number 2, that [redacted] supervisor be interviewed; regarding Claim Number 3, that [redacted] be interviewed; and that [redacted] (retired) and [redacted] be interviewed after giving proper notice to the plaintiff attorneys (noting all black and female employees are to be interviewed only after USA's Office advises plaintiff attorneys).

AUSA [redacted] advised that Item Number 4 is probably not detailed enough for rebuttal.

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Item Number 5, interview [redacted]

Supervisor.

Item Number 6, interview [redacted]

Supervisor.

Item Number 7, interview [redacted]

Supervisor;

[redacted] (after obtaining proper legal approval as indicated above); [redacted]

b6
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② - Richmond
LRC/lrt
(2) elr

Assign all leads
gl

62-2610-7

SEARCHED	INDEXED
SERIALIZED	FILED
MAY 18 1977	
FBI - RICHMOND	

[Signature]

b6
b7C



RH 62-2610

In addition, AUSA [redacted] requested that [redacted]
[redacted]'s personal work sheets regarding rating of employees be obtained and reviewed for any possible notations that might possibly indicate racial or sexual discrimination.

Agent assigned above matter should note that United States District Judge in this matter has ordered that all black employees and female employees, who are interviewed by the Government, have a right to have present the class action attorneys (plaintiff) and, accordingly, prior to any interview, the USA's Office must advise the plaintiff attorneys of the contemplated interview.

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UNITED STATES GOVERNMENT

Memorandum

TO : SAC, RICHMOND (62-2610) P

DATE: 5/18/77

FROM : SA [redacted]

SUBJECT: LILLIE MAE BROWN

ET AL

VS

JAMES R. SCHLESINGER

MISC - CIVIL

(OO:RH)

RE: [redacted]

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AUSA [redacted] has advised that the above-captioned individual has been identified as one of the persons filing a specific claim in this Class Action suit.

A deposition has been taken and his specific claims of discrimination noted.

AUSA [redacted] has requested specific investigation in connection with these claims.

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[redacted], is a black male, who retired from Defense General Supply Center (DGSC) (Bellwood) [redacted]. A deposition has been taken from him by the U.S. Attorney but is presently being typed and not yet available. AUSA [redacted] has furnished a summary of [redacted] claims of discrimination, a summary of which is attached to this memorandum.

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b7C

In regards to this claim, he has requested the following specific investigation:

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- (1) Locate and interview Capt. [redacted] US Navy, Retired, reported to be living in Williamsburg, Va. area, who within last two years conducted an Equal Employment Opportunity (EEO) investigation in connection with claims of [redacted]

SEARCHED INDEXED
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MAY 18 1977

W-2 - Richmond
JAA/vlr



5010-106

Assigned (1) through (7)
JL

Buy U.S. Savings Bonds Regularly on the Pa

Case: [redacted]

62-2610-8

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RH 62-2610

- (2) Locate and interview [redacted]
a retired employee, who was formerly a
supervisor of [redacted] at Bellwood b6
b7C
- (3) Locate and interview [redacted], also a
former employee and supervisor of [redacted] b6
at Bellwood b7C
- (4) Locate and interview Mr. (FNU) [redacted],
also a former employee at Bellwood and former
supervisor of [redacted] b6
b7C
- (5) Contact a [redacted] who is attached to the
EEO Office at Bellwood to obtain results of
investigation conducted by his office in 1972 -
1973 concerning complaints of [redacted] b6
b7C
- (6) Conduct a review of [redacted] personnel file
(201 file) to obtain details of all jobs he
applied for and did not receive and determine
where he stood on eligibility lists. Also
determine what if any awards [redacted] has received
and prepare summary of annual performance ratings
or any special performance ratings given to him
in prior years b6
b7C
- (7) Obtain final copy of [redacted] deposition as soon
as available and review in detail for additional
logical leads b6
b7C

UNITED STATES GOVERNMENT

Memorandum

TO : SAC, RICHMOND (62-2610) P

DATE: 5/18/77

FROM : SA [redacted]

b6
b7C

SUBJECT: LILLIE MAE BROWN
ET AL
VS
JAMES R. SCHEESINGER
MISC - CIVIL
(OO:RH)

Re memorandum of SA [redacted] dated 5/18/77.

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AUSA [redacted] has requested considerable investigation in connection with the discrimination claims of two employees of Defense General Supply Center (DGSC) (Bellwood), Richmond, Va., [redacted]

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[redacted] These individuals, [redacted] have filed specific claims listing numerous items of alleged discrimination, most of which relate to alleged discrimination against them in promotional policies at Bellwood.

[redacted] Depositions have been taken from both [redacted] and [redacted] and these are available through SA [redacted]

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In connection with investigation of these claims, AUSA [redacted] has requested interviews with the following former employees at Bellwood, all of whom had worked on the guard force at one time:

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(1) [redacted]

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(2) [redacted]

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WJD
2 - Richmond
JAA/vlr

Assign Lds (1) thru (6)



5010-106

62-2610-9

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FBI-RICHMOND	

[redacted] Jow

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RH 62-2610

(3)

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b7C

(6)

b6
b7C

Assigned Agent should see SA [redacted] for depositions
and additional details concerning these claims.

b6
b7C

UNITED STATES GOVERNMENT

Memorandum

TO : SAC, RICHMOND (62-2610) P

DATE: 5/18/77

FROM : SA [redacted]

b6
b7C

SUBJECT: LILLIE MAE BROWN
ET AL
VS
JAMES R. SCHLESINGER
MISC - CIVIL
(OO:RH)

The following background data is being set forth for the information and benefit of those Agents who may be assigned to conduct interviews or handle other leads in connection with this matter:

This litigation was commenced by the filing of a complaint by attorneys for the plaintiffs on 5/5/74. By order of 8/26/75, Judge MERHIGE certified the case as a Class Action composed of all black and female civilian employees working at the Defense General Supply Center, Richmond (Bellwood), Va.

Assistant U.S. Attorneys [redacted]
[redacted] have been delegated to defend this suit which has been brought on behalf of a class of 2,500 female and black employees against the Defense General Supply Center (DGSC).

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This case is scheduled for trial before Judge MERHIGE on 6/27/77. The DGSC buys, stores and issues supplies to the Armed Forces on a world-wide basis. The total volume of supplies purchased and stored for distribution at the Center in fiscal 1975 was in excess of three hundred million dollars.

Plaintiffs brought suit on behalf of all black and female employees at the Center alleging that this Class has been discriminated against in ways which deprive them of equal employment opportunities.

② - Richmond
JAA/vlr

62-2610-10

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[Redacted]	



Buy U.S. Savings Bonds Regularly on the Payroll Savings Plan

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Plaintiffs further allege that defendants have engaged in discriminatory personnel actions of a systemic nature, including but not limited to the following:

- (A) Recruitment standards
- (B) Hiring practices
- (C) Denials of promotions
- (D) Denials of assignment of supervisory duties
- (E) The utilization of a system of promotion which relies on unchecked, unvalidated subjective recommendations of supervisory personnel
- (F) The unequal treatment by supervisory personnel of minorities and females compared with other employees, including but not limited to the imposition of (1) harsher and more stringent performance standards for minorities and female employees;
(2) more severe disciplinary penalties for such employees
- (G) The denial of seniority time credit and permanent assignments while participating in training programs
- (H) The refusal to promote and assign appropriate duties to those who successfully complete training programs
- (I) The assignment and transfer of minority and female employees into work groups and job categories with low advancement potential
- (J) The refusal to develop and implement effective affirmative action programs of equal employment opportunity

RH 62-2610

- (K) The discouragement of filing of discrimination complaints
- (L) The failure to discipline or reprimand supervisory or management personnel for taking discriminatory actions
- (M) The failure to terminate the effects of past and present discrimination

Should the Government lose this suit, potential liability for back pay and attorneys' fees will amount to ten million dollars. Because the DGSC follows employment practices used by other Department of Defense Installations throughout the Country, an adverse decision in this case will have a devastating nation-wide effect on management - employee relations throughout the Department of Defense.

During the course of discovery, attorneys for the Government have identified 31 employees or former employees who have specific claims of discrimination on the basis of race or sex.

For example, the plaintiff, LILLIE BROWN, claims that a vacancy for a GS-5 position was kept secret so that she would not be eligible for this promotion.

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AUSAs [redacted] have taken a number of depositions from those individuals identified as having specific complaints in this suit and are continuing to take additional depositions. They have requested specific investigation in connection with some of these depositions and will continue to request additional investigation right up to the trial date of 6/27/77.

RH 62-2610

This investigation will consist primarily of interviews with former employees at Bellwood and in some cases, review of records such as personnel records at Bellwood.

The Bureau has advised that all persons interviewed in connection with this suit must be advised of the provisions of the Privacy Act and the Freedom of Information Act as they apply to this investigation, namely, that persons who are the subject of this inquiry may at some later date seek and get access to any information they may furnish unless they specifically request confidentiality.

In addition, if an Agent intends to interview any member of the Class involved here, i.e., a female or black employee or former employee, SA [redacted] must be given a minimum of three days notice prior to conducting such interview in order that Attorneys for the plaintiff may be advised of the proposed interview and be present if that person so desires.

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In addition, when such interview is conducted, the employee or former employee must be shown and asked to sign a waiver form prepared by the U.S. Attorney in conjunction with attorneys for the plaintiff which form states in effect, "that person waives his right to have attorneys for the plaintiff present during this interview".

AUSA [redacted] has indicated he feels this case will actually go to trial on 6/27/77, and it is again noted that requests for investigation in this matter are anticipated right up to the date of trial.

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b7C

UNITED STATES GOVERNMENT

Memorandum

TO : SAC, RICHMOND (62-2610) -P-

DATE: 6/6/77

FROM : SA [redacted]

b6
b7C

SUBJECT: LILLIE MAE BROWN;
ET AL;
VERSUS JAMES R. SCHLESINGER
MISCELLANEOUS - CIVIL SUIT
Office Deadline - 6/14/77
(OO - Richmond)

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b7C

Re memo of SA [redacted] /18/77.

AUSA [redacted] has requested investigation
concerning a discrimination claim of the following individual:

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[redacted]

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[redacted] Defense General Supply Center (DGSC) - Bellwood.

AUSA [redacted] furnished a deposition recently to [redacted]
and in connection with her claims of discrimination,
he has requested the following individuals be interviewed:

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b7C

All of these are present or former supervisors with

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[redacted] DGSC or was.

[redacted] and can be reached at Telephone [redacted]

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b7C

1. [redacted] who may be reached at [redacted]

b6
b7C

2. [redacted] who may be reached at [redacted]

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b7C

3. [redacted] who was [redacted]

She may be reached at [redacted]

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b7C

2 - Richmond

JAA:jbp

(2)

2/bg

Lia (1) through (u)
[redacted]
Jlb

62-2610-23

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RICHMOND	

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RH 62-2610

4. [redacted] who may be reached at [redacted]. It is noted that AUSA [redacted] suggested that interview with [redacted] be handled by telephone by a Richmond Agent rather [redacted]

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The purpose of the interviews [redacted] [redacted] is to determine from them their evaluation of [redacted] is an employee and her credibility as a witness in addition to asking them for their knowledge concerning discrimination allegation details of which should be obtained from SA [redacted]

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b7C

One of [redacted] claims is that [redacted] while [redacted] refused to consider her claim, refused to see her and returned papers to her that she had sent to his office. He is to be interviewed for his recollection of this incident.

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b7C

UNITED STATES GOVERNMENT

Memorandum

TO : SAC, RICHMOND (62-2610) -P-

DATE: 6/6/77

FROM : SA [redacted]

b6
b7C

SUBJECT: LILLIE MAE BROWN;
ET AL;
VERSUS JAMES R. SCHLESINGER
MISCELLANEOUS - CIVIL SUIT
OFFICE DEADLINE - 6/1/77
(OO - Richmond)

b6
b7C

Re memo of SA [redacted] 5/18/77.

AUSA [redacted] has requested investigation in connection with discrimination claims of [redacted] who is presently employed as a [redacted] at the Defense General Supply Center (DGSC) - Bellwood.

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In a recent deposition, [redacted] lists several claims of alleged discrimination against her. One of her prime complaints had to do with a former supervisor [redacted]. She claimed among other things that [redacted] was continuously "knit-picking her on the job" (2) denied her the right to receive special training (3) gave her unfair evaluations and (4) disciplined her for talking to visitors. Additional details of [redacted] claims of discrimination may be obtained from SA [redacted] AUSA [redacted] requested the following persons be interviewed:

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b7C

(1) [redacted] and [redacted]
resides at [redacted]
She should be interviewed in detail concerning all of the discriminatory claims made by [redacted]

b6
b7C

(2) [redacted]
[redacted] may be reached at [redacted] He should be interviewed for his evaluation of [redacted] as an employee and her claims of discrimination.

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He should also be asked if he ever received complaints from employees other than [redacted] to the effect that [redacted] was a difficult supervisor to work for, RCHED WHO WANTS [redacted] unfair performance ratings or APPRAISES [redacted] United [redacted] employees;

Lead (1) through (16)
[redacted]

JUN 6 1977

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Buy U.S. Savings Bonds Regularly on the Payroll Savings Plan

Richmond
JAA:jbp
(2)



5010-110

RICHMOND
JUN 6 1977

JUN 6 1977

(3) [REDACTED] Contract Management Section, who may be reached at [REDACTED] and is [REDACTED] and was the one [REDACTED] He should be interviewed along the same lines as Mr. [REDACTED]

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(4) Mr. [REDACTED] Production Division, Telephone [REDACTED] should also be interviewed along the same lines as the above two individuals;

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(5) [REDACTED]
[REDACTED] in care of Personnel Sub-Office, [REDACTED]. He should be contacted by phone if possible and interviewed along the same lines as the above. It is noted that in [REDACTED]

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(6) Telephone [REDACTED] is [REDACTED]
determine if he felt that [REDACTED] was [REDACTED] Also, determine from him if possible the identity of other white male co-workers who worked under [REDACTED]

b6
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It is noted that if any black or female employees or former employees are to be interviewed, an appointment must be made with them to be interviewed after 5:00 P.M. or before 8:00 A.M. and SA [REDACTED] is to be advised of the time and place of the appointment at least three days in advance so that attorneys for the plaintiff can be advised and indicate their desire to be present if they wish.

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UNITED STATES GOVERNMENT

Memorandum

TO : SAC, RICHMOND (62-2610) (P)

DATE: 6/7/77

FROM : SA [redacted]

SUBJECT: LILLIE MAE BROWN, ET AL
Vs. JAMES R. SCHLESINGER
MISCELLANEOUS - CIVIL

(OO: RH)

Re memo of SA [redacted]

5/18/77.

[redacted] are both [redacted] at the Defense General Supply Center (DGSC), Bellwood Depot, Richmond, Va. Both have filed almost identical complaints claiming discrimination in connection with promotions and transfers within their section.

AUSA [redacted] has requested a number of interviews in connection with one of their specific claims, which deals with their allegation that a Job Description was edited by the Division Chief so that it did not reflect all of their responsibilities and thereby precluded them from being eligible for promotion to GS-5.

They have both complained to the Equal Employment Opportunity (EEO) Office, their Union at DGSC, and directly to the Commanding General, in writing. The matter was recently resolved at least temporarily by the General giving both [redacted] a quality step increase.

AUSA [redacted] requested that the following individuals be interviewed for their knowledge of the allegations made by [redacted]. All of these persons are supervisory personnel in the Directorate of Procurement and Production at Bellwood.

② - Richmond
JAA/ddm
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Assign dd (1) thru (c)

62-2610-28

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RH 62-2610.

(1)

[redacted]

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(2)

[redacted]

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b7C

(3)

[redacted]

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b7C

(It is noted that Mr. [redacted] will probably be able to provide more information than any of the others concerning this matter.) (He probably should, therefore, be interviewed first.)

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(4)

[redacted]

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(5)

both [redacted]
Telephone: [redacted]

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b7C

(6)

DGSC, [redacted]
[redacted]

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b7C

The assigned agent should see SA [redacted] for additional details of complaint and background data.

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b7C

UNITED STATES GOVERNMENT

Memorandum

TO : SAC, RICHMOND (62-2610) (P)

DATE: 6/9/77

FROM : SA [redacted]

b6
b7C

SUBJECT: LILLIE MAE BROWN;
ET AL;
VERSUS JAMES R. SCHLESINGER
MISCELLANEOUS-CIVIL SUIT
(OO: RICHMOND)

Re memo of SA [redacted] 6/6/77.

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On 6/8/77 writer telephonically contacted [redacted] home telephone number [redacted] in an effort to arrange for an interview. [redacted] inquired as to why the FBI wished to interview her and she was told that the FBI was assisting the U. S. Attorney's Office by conducting investigation in captioned matter. She was further advised that [redacted] had alleged certain discriminatory conduct on the part of [redacted] and that the FBI wished to interview her in connection therewith.

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[redacted] stated that she was at a loss to understand the basis for the alleged discrimination claims of [redacted] and that she was desirous of cooperating with the FBI in this matter. [redacted] stated, however, that she will not submit to interview unless she is represented by counsel at the expense of the U. S. Government. [redacted] stated that she does not wish to be [redacted]

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[redacted] She did state, however, that she is presently involved in certain social activities and for this reason any interview scheduled would have to be scheduled at her [redacted]

[redacted] also stated that notwithstanding the class action nature of this matter [redacted]

[redacted] stated that she has absolutely nothing to hide [redacted]

② - Richmond
TJO/gjs/bjp
(2)

62-2610-29

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JUN 9 1977	
[redacted] RICHMOND	

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RH 62-2610

and feels that discrimination claims made by [redacted] are completely unfounded. She did say however that since [redacted]

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b7C

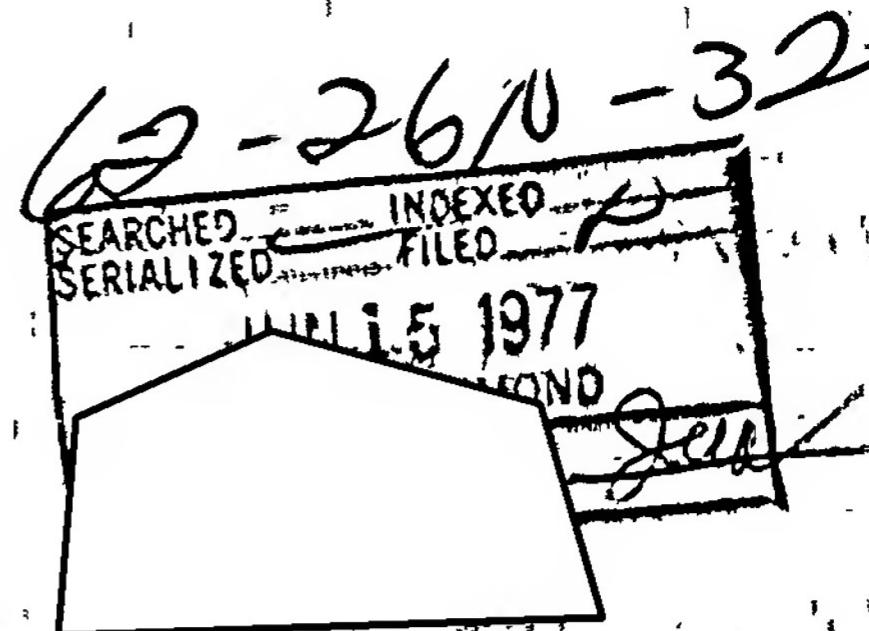
[redacted]
On 6/9/77, the foregoing information was furnished to AUSA [redacted] at the Defense General Supply Center (DGSC), telephone number [redacted]. Mr. [redacted] stated that by 6/10/77, he would advise writer as to what action should be taken concerning the interview of [redacted]

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602-2610-31

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[Redacted]	
<i>[Signature]</i>	

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62-2610-35

SEARCHED	INDEXED
SERIALIZED	FILED
JUN 15 1977	
RICHMOND	

b6
b7C

UNITED STATES GOVERNMENT

Memorandum.

TO : SAC, RICHMOND (62-2610) (P)

DATE: 6/13/77

FROM : SA [redacted]

b6
b7C

SUBJECT: LILLIE MAE BROWN;
ET AL;
VERSUS JAMES R. SCHLESINGER
MISCELLANEOUS - CIVIL SUIT
OO: RICHMOND

Re memo of SA [redacted] 6/6/77.

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b7C

Referenced memo designated a lead for writer to attempt to telephonically interview [redacted] U. S. Army Engineers Division - Middle East, in care of Personnel Sub-Office, [redacted]. The memo noted that [redacted]
[redacted]

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Through a check of DMV Operator's license records, it was ascertained that [redacted] a white male, born [redacted] Va. Through the information operator, it was ascertained that [redacted] is assigned telephone no. [redacted]

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On 6/10/77 and 6/13/77, numerous unsuccessful efforts were made to telephonically contact [redacted]

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b7C

ADMINISTRATIVE

In view of the information indicating [redacted] travels a great deal and since numerous unsuccessful efforts have been made to contact him by phone, no further effort is being made at this time to contact [redacted]

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b7C

62-2610-36

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MOND	
[Redacted]	

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Buy U.S. Savings Bonds Regularly on the Payroll Savings Plan

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TO RICHMOND PRIORITY (62-2610)

BT

CLEAR

LILLIE MAE BROWN, ET AL VS. JAMES R. SCHLESSINGER, MISCELLANEOUS -
CIVIL SUIT. OO: RICHMOND.

RE RICHMOND TELCAL, JUNE 28, 1977.

[REDACTED] CONTACTED JUNE 29, 1977, BY SA [REDACTED]

b6
b7c

[REDACTED] AND ADVISED HE WILL BE AVAILABLE FOR TRIAL IN RICHMOND
ON JULY 11, 1977. HE RESIDES [REDACTED]

[REDACTED]

. HE

CAN BE CONTACTED AT PLACE OF EMPLOYMENT ANY DAY THROUGHOUT THE
DAY, EXCEPT SUNDAY.

GROOMS ADVISED HE WILL TELEPHONICALLY CONTACT AUSA

[REDACTED] AT RICHMOND, VIRGINIA.

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1810052Z RH 1

62-2610-58

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SERIALIZED	FILED
JUN 29 1977	
FBI-RICHMOND	
[REDACTED]	

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(Mount Clipping in Space Below)

"Bias' Settlement Said—Near in Bellwood Case

By STEWART JONES

A proposed consent decree that would end a race and sex discrimination lawsuit against the Defense General Supply Center at Bellwood calls for the payment of \$125,000 to a Richmond law firm and unspecified legal relief to 42 past and present employees of the federal facility.

The \$125,000 will go to the law firm of Hill, Tucker and Marsh, which handled the class action suit that involved about 1,900 of the federal facility's approximate 2,800 employees.

Marsh declined to comment today on the exact form of legal relief offered to the 42 employees named in the proposed consent decree.

SOME BACK PAY

A Justice Department attorney said the proposed relief will take the form of eligibility for possible promotions and, in some instances, back pay. He estimated that the total amount involved did not exceed \$25,000.

The proposed decree, made public today in U.S. District Court here, has received tentative approval from U.S. District Judge Robert R. Merhige Jr. and will be given final approval unless objections are raised within 14 days by supply center employees who are parties to the case.

While not admitting any systematic discrimination, the federal defendants agreed to,

make every reasonable effort to increase the number of blacks and women at the supply center's middle and upper-level employment levels.

TRAINING, TESTING

One major contention of the suit had been that higher level employment positions at the federal facility were reserved "almost exclusively for white males."

Other portions of the proposed consent decree involve provisions to insure non-discriminatory actions in such employment areas as training, promotions, testing and hiring.

In addition to the 42 employees who are being offered specific legal relief, the proposed decree said 44 others may elect to have their discrimination cases heard individually later and 37 others may take similar action by coming forward within three days after the decree is given final approval.

Any of the 42 employees for whom specific relief was recommended also may have their cases heard on an individual basis if they are not

satisfied with the settlement terms.

In general terms, however, the proposed consent decree barred any additional discrimination claims for periods prior to final approval of the decree but did not foreclose such actions in the future.

TO SUBMIT RECORDS

The federal facility also agreed to submit periodic records of its records in dealing with additional employment opportunities for blacks and women.

The case, which was the subject of a four-day trial last week that was suspended for settlement negotiations, was considered important because it represented a challenge to U.S. Civil Service Commission regulations.

Specifically, the proposed consent decree calls for such things as the setting aside of a specified amount of training vacancies that would be filled by blacks and women in proportion to their numerical representation at the supply center.

(Indicate page, name of newspaper, city and state.)

PAGE 22

RICHMOND NEWS LEADER
RICHMOND, VA.

Date: 7/20/77
 Edition: EVENING
 Author: STEWART JONES
 Editor: JOHN E LEARD
 Title: LILLIE MAE BROWN

Character:

or
 Classification: 62-2610*-66
 Submitting Office: RICHMOND
 Being Investigated

SEARCHED _____ INDEXED _____
SERIALIZED _____ FILED _____

JUL 23 1977

RICHMOND

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Original sent to Bureau by R/S 7-24-77

(Mount Clipping In Space Below)

Blacks May Get \$338,750

In Bias Suit

(Indicate page, name of newspaper, city and state.)

PAGE 9

RICHMOND NEWS LEADER
RICHMOND, VA.

By STEWART JONES

A proposed settlement in a job discrimination case here calls for distribution of \$338,750 in back pay to current and former black employees of the Virginia Folding Box Co., Inc.

Another segment of the settlement calls for the payment of \$25,000 in legal costs and \$130,000 in attorney fees on behalf of the black plaintiffs in the case.

The agreement, which apparently would provide monetary payments in varying amounts to several hundred persons, will become final on Aug. 15 if no objections to its provisions are raised by the affected employees.

According to records on file in U.S. District Court here, the agreement stems from a 1972 lawsuit that challenged the validity of testing procedures used in connection with hirings and promotions at Virginia Folding Box facilities here.

'FROZEN OUT'

The original lawsuit contend- ed that seven black plaintiffs and the class they represented had been "frozen out" of the positions of apprentice pressman and pressman in the firm's gravure division because of their failure to pass the Specific Aptitude Test Battery (SATB).

In some instances, the suit

said, black applicants were not hired at all if they failed to pass the test, which was described as being administered by the Virginia Employment Commission.

Payments of \$7,500 toward the settlement costs would come from two labor unions that also were named as defendants in the case, the proposed agreement said.

The unions were identified as Bellwood Printing Pressmen, Assistants and Specialty Workers Local Union 670 and the International Printing and Graphic Communications Union.

Affected by the settlement agreement would be all black

Date: 7/25/77
Edition:
Author: STEWART JONES
Editor: JOHN E. LEARD
Title: LILLIE MAE BROWN

Character:

or

Classification: 62-2610*-67
Submitting Office: RICHMOND

Being Investigated

SEARCHED	INDEXED
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FBI - RICHMOND	

b6
b7C

Original sent to Bureau by R/S

7/28/77

employees who were hired by the company prior to Jan. 1, 1964, and who were employed by the company at any time after July 2, 1965.

Also affected, according to the proposed settlement, would be all black persons who were employed at the company at any time after July 2, 1965, and all black persons who applied for employment after that date.

The settlement indicated, however, that monetary benefits would be provided only to persons who actually had worked for the company.

In addition, the agreement made various provisions regarding promotional opportunities for the affected

employees and provided for an extended reporting period on the progress of the revised promotion system.

One portion of the agreement calls for a freeze on employment in the post of apprentice pressman until appropriate promotion opportunities have been provided for all the affected black employees.

Another provision calls for the establishment of a 90-day evaluation period for black employees who are moved into the position of apprentice pressman.

\$7,000 EACH

Each of the 10 named plaintiffs in the consolidated discrimination cases, which are tentatively styled as a class action, is to receive \$7,000.

One basic contention in the original lawsuit was that reliance on the tests as a means of determining hirings and promotions to what formerly had been better-paying and all-white positions constituted racial discrimination.

The defendants in the case, in entering into the agreement, did not concede that the various charges of employment discrimination were valid. The agreement, filed earlier this month in U.S. District Court here, represents an end to all pending discrimination claims against the defendants in the consolidated cases.

Memorandum

TO : FILE

DATE: 9/6/77

FROM : ASAC, RICHMOND

SUBJECT: ITSMV MATTERS
MONTHLY ADMINISTRATIVE REPORT

Richmond file 62-2610 has been reviewed
and it has been determined this investigation falls in
the category.

62-C WJ

1 - File

TCK:shb
(1)

62-2610-68

SEARCHED	INDEXED
SERIALIZED	FILED
SEP 6 1977	
FBI - RICHMOND	

[Handwritten signature over stamp]

b6
b7C



Buy U.S. Savings Bonds Regularly on the Payroll Savings Plan

UNITED STATES GOVERNMENT

Memorandum

TO : SAC, RICHMOND (62-2610) -P-

DATE: 9/22/77

FROM : SA [redacted]

SUBJECT: LILLIE MAE BROWN;
ET AL
VS JAMES R. SCHLESINGER
MISCELLANEOUS - CIVIL SUIT (C)
(OO: RH)

b6
b7C

It is noted that, shortly after the trial of this case began, an out-of-court settlement was reached. The agreement has been prepared and presented to both sides, however, it has not actually been signed by U. S. District Court Judge ROBERT R. MERRIGE, JR., pending an opportunity to appear by certain members of the class that were affected by this settlement.

This matter will be followed closely by writer on his return from a special assignment in New Orleans and it is anticipated that a savings in excess of nine million dollars will be reported at that time.

(2) - Richmond
JAA/lrt
(2) gwt

62-2610-69

SEARCHED	INDEXED
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SEP 22 1977	
FBI - RICHMOND	

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~~Table stripped~~ 3/27/91 JRD

62-2610-70

FILED

IN THE UNITED STATES DISTRICT COURT
FOR THE EASTERN DISTRICT OF VIRGINIA
Richmond Division

JUL 19 1977

LILLIE MAE BROWN, et al.,	:	PLAINTIFFS,	:	CLERK, U. S. DIST. COURT
vs.	:		:	CIVIL RICHMOND, VA.
JAMES R. SCHLESINGER, et al.,	:	DEFENDANTS.	:	NO. 74-0202-R
EFFIE B. CHEATHAM,	:	PLAINTIFF,	:	CIVIL ACTION
vs.	:		:	NO. 74-0560-R
GENERAL LOUIS J. SCHELTER, JR., et al.,	:	DEFENDANTS.	:	

TO ALL PRESENT AND FORMER BLACK AND FEMALE
EMPLOYEES OF THE DEFENSE GENERAL SUPPLY CENTER
WHO WERE SO EMPLOYED ON OR AFTER MARCH 24, 1972

On May 6, 1974, and December 23, 1974, respectively, Lillie Mae Brown, et al., and Effie B. Cheatham filed suit in the United States District Court in Richmond against James R. Schlesinger, Secretary of Defense, General Wallace Robinson, Director, Defense Supply Agency, General L. A. Fowler, Commander, Defense General Supply Center, and General Louis J. Schelter, Jr., Commander, Defense General Supply Center. The two actions, having been consolidated for trial, alleged that the defendants had discriminated against the named plaintiffs, and against a class consisting of all black and female employees, because of race and/or sex with respect to compensation, terms, conditions and privileges of employment and had limited, segregated and classified plaintiffs in ways which deprived them of equal employment opportunities and otherwise adversely affected their status as employees because of race and/or sex at the Defense General Supply Center in Richmond, Virginia.

Defendants in their Answer of 6 September 1974 denied any individual or systemic discrimination at DGSC on the basis of race and/or sex. On August 26, 1975, the Court certified the action as a class action consisting of the following persons:

1. All females and black males, whether currently employed or no longer employed for any reason, who were employees of the defendant Defense General Supply Center (DGSC) on or after March 24, 1972; and
2. All females and black males who may in the future be employed by the Defense General Supply Center.

The plaintiffs and the defendants have agreed to settle the case, and have submitted the enclosed proposed terms of settlement ("Consent Judgment") to the Court for approval. The proposed Consent Judgment has been tentatively approved by the Court. In the absence of any objections thereto, the Court will enter the Judgment after the passage of fourteen (14) days after the mailing of this Notice.

This Judgment will bar all claims of race and sex discrimination as to any acts or practices occurring on or before the date of the Court's approval of the settlement. If you object to any of the terms of the proposed Consent Judgment, you must file objections within fourteen (14) days after the date of mailing of this Notice. If you wish to file objections, they must be put in writing, and must be received within the aforesaid fourteen (14) days by the Clerk of Court. His name and address are:

W. Farley Powers, Jr., Clerk
United States District Court
Eastern District of Virginia
P. O. Box 2-AD
Richmond, VA 23205

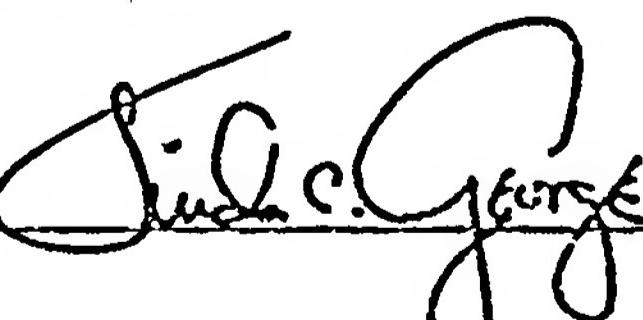
Any document you file should state the name of the case and its number:
Brown, et al. vs. Schlesinger, et al., Civil Action No. 74-0202-R.

A brief description of the terms of settlement follows:

1. This Judgment is not evidence or premised upon a finding of systemic discrimination against plaintiffs or the class of females and black males that they represent. Defendants do not by this agreement admit that they have ever discriminated against plaintiffs or any other black and female persons, and promise that there will be no discrimination in the future. Plaintiffs do not by this agreement acknowledge that no discrimination has taken place.
2. This Judgment will bar all claims of race and sex discrimination as to any acts or practices occurring on or before the date of the Court's approval of the settlement. The Judgment does not, however, bar claims of discrimination as to acts or practices occurring after the date of the Court's approval.
3. Defendant Defense General Supply Center (DGSC) shall make every reasonable effort to increase the number of females and black males in middle and upper grade positions (including supervisory positions) in accordance with the goals and timetables set forth in its current and future Affirmative Action Plans.
4. Defendants will make all hiring decisions without regard to race or sex.
5. Defendants will re-establish 25% of all vacancies as trainee positions, and will assure that blacks and females secure proportions of these positions at least equal to their representation within the DGSC workforce.
6. Education, training and self-development will be considered in evaluating candidates for vacancies without regard to the date on which it was obtained.
7. The names of the ten (10) highest ranked candidates for vacancies will be referred for each vacancy.
8. No written tests will be utilized to screen persons for positions unless such tests have been validated in accordance with certain established procedures.
9. Performance appraisals and awards will be monitored quarterly to assure that they are made in a non-discriminatory manner.
10. Opportunities for on-duty and off-duty training and counseling will be provided on a non-discriminatory basis.
11. Defendants shall award relief to certain named individuals without the necessity of further proceedings. The individuals included in this award are listed in Schedule "A" of the proposed Consent Judgment. The individuals listed in Schedule "A" must notify the Clerk of Court (address above) on or before August 22, 1977, whether they accept the proposed relief or elect instead to have their claims of discrimination resolved by the Court or by a Special Master in subsequent proceedings.
12. Certain individuals shall be entitled to have their claims of discrimination resolved by the Court or by a Special Master in subsequent proceedings, provided that they notify the Clerk of Court (address above) on or before August 22, 1977, that they wish to proceed with their claims. The individuals subject to this provision are listed in Schedule "B" of the proposed Consent Judgment.
13. Defendants will pay the sum of \$125,000 to the law firm of Hill, Tucker & Marsh for legal services rendered in connection with this class action, and will reimburse said attorneys for the costs and expenses they have incurred, as determined by the Court.
14. Defendants will not engage in or be party to any discrimination or retaliation against individuals who have participated in any manner in this suit, or in any similar suit.
15. The Court will retain jurisdiction of this action until August 1, 1982.

W. Farley Powers, Jr., Clerk

By _____



JUL 19 1977

Date: _____

IN THE UNITED STATES DISTRICT COURT
FOR THE EASTERN DISTRICT OF VIRGINIA
Richmond Division

LILLIE MAE BROWN, et al.,	Plaintiffs,	CIVIL ACTION NO. 74-0202-R
vs.		
JAMES R. SCHLESINGER, et al.,	Defendants.	
EFFIE B. CHEATHAM,	Plaintiff,	CIVIL ACTION NO. 74-0560-R
vs.		
GENERAL LOUIS J. SCHELTER, JR., et al.,	Defendants.	

CONSENT JUDGMENT

These consolidated actions, brought by Lillie Mae Brown, et al., on her own behalf and on behalf of all other similarly situated blacks and females, and by Effie B. Cheatham on her own behalf, and filed on May 6, 1974, and December 23, 1974, respectively, allege that the defendants, James R. Schlesinger, Secretary of Defense, General Wallace Robinson, Director, Defense Supply Agency, General L. A. Fowler, Commander, Defense General Supply Center, and General Louis J. Schelter, Jr., Commander, Defense General Supply Center, have engaged in broad practices of race and sex discrimination in violation of Title VII of the Civil Rights Act of 1964, 42 U.S.C. §§ 2000e et seq., as amended by the Equal Employment Opportunity Act of 1972, 42 U.S.C. § 2000e-16.

Defendants in their Answer of 6 September 1974 denied that the employment practices which they have administered, required or applied have resulted in individual or systemic discrimination on the basis of race and/or sex. On 26 August 1975, the Court ordered that this cause be maintained as a class action on behalf of a class comprised of the plaintiffs and:

1. All females and Black males, whether currently employed or no longer employed for any reason, who were employees of the defendant Defense General Supply Center on or after March 24, 1972; and
2. All females and Black males who may in the future be employed by the Defense General Supply Center.

WHEREAS plaintiffs and defendants consent to the entry of this Judgment on the grounds that it will further the objectives of the aforementioned Act, resolve this matter without the time and expense of further litigation, and fully protect the interests of all of the defendants' employees; and

WHEREAS plaintiffs and defendants further agree that:

(1) the individuals listed in the attached schedule "A" have been denied certain employment opportunities and are entitled to relief as set forth therein; (2) this Judgment is not evidence or premised upon a finding of systemic discrimination against plaintiffs or the class of females and black males that they represent; and (3) this Judgment is the exclusive remedy as to plaintiffs and the class they represent for any claims of individual or systemic discrimination arising out of the employment practices administered, required or applied by defendants prior to entry of this Judgment;

NOW, THEREFORE, prior to the completion of the taking of testimony in the trial of this action and without adjudication of any issue of law or fact herein, and without this Judgment constituting evidence or admission by either party as to any issue of fact or law herein, and upon the consent of the parties hereto, it is hereby

RECEIVED

ORDERED, ADJUDGED AND DECREED AS FOLLOWS:

JUL 19 1977

CLERK, U. S. DIST. COURT
RICHMOND, VA.

I

This Court has jurisdiction over the subject matter of this action and of the parties hereto. The complaint states claims upon which relief may be granted under 42 U.S.C. §2000e-16 et seq.

II

A. Defendant Defense General Supply Center (DGSC) shall make every reasonable effort to increase the number of females and black males in middle and upper grade positions (including supervisory positions) in accordance with the goals and timetables set forth in its current and future Affirmative Action Plans.

B. All hiring decisions shall be free of discrimination based on race or sex.

C. DGSC shall make every effort to establish additional trainee positions as follows:

1. "Trainee position" is defined as a non-supervisory position established with a target level grade higher than the entrance level for which, upon successful completion of the time-in-grade or other qualification requirements, plus successful demonstrated performance, non-competitive promotion to the target grade results.

2. "Vacancy" is defined as a non-supervisory position to be filled through the competitive process, specifically excluding positions to be filled through non-competitive procedures including but not limited to the Department of Defense priority placement program, special consideration candidates, excess employees, remedial action placements, and direct hires of persons under special emphasis programs.

3. For each year during the term of this Judgment, at least 25% of vacancies occurring at GS-9 journeyman levels shall be re-established as trainee positions with entry grades at the GS-5 level. Black and female class members shall secure proportions of these positions at least equal to their respective representation within the DGSC work force. In addition, 25% of other vacancies shall also be established as trainee positions, and the black and female class members shall also secure proportions of these positions at least equal to their representation within the DGSC work force.

4. The Director of the Office of Civilian Personnel and the management of each Directorate shall have joint responsibility for determining whether any vacancy which may exist within that Directorate may be filled as a trainee position.

D. DGSC's Merit Promotion Program, DGSCR 1404.1, shall be modified as follows:

1. Candidates will be evaluated on the basis of education, training or formal self-development that is directly related to the vacancy without regard to the date on which such education, training or self-development was obtained.

2. The names of the ten (10) highest ranked candidates will be referred for each vacancy.

3. No written tests will be utilized to screen persons for positions unless such tests have been validated in accordance with the procedures established by the Federal Executive Agency Guidelines on Employee Selection Procedures, 28 CFR, Chapter I, Part 50, Section 50.14, or any superseding provisions.

4. Awards shall be monitored quarterly to assure that they are distributed according to merit and in compliance with applicable regulations. Quarterly Incentive Awards Reports shall be available for inspection by all interested employees in the Office of Civilian Personnel and in each Directorate/Office.

5. Performance appraisals shall be monitored each quarter by each Directorate/Office to assure that all employees are fairly appraised against the requirements of their positions. A copy of the 1977 study by William H. Mobley, "Evaluation of DGSC Performance Appraisal System," shall be made available to all interested employees in the Office of Civilian Personnel and in each Directorate/Office. Counseling on the use of performance appraisals shall be provided to all interested employees.

6. All interested class members shall be provided opportunities for on-duty and off-duty training and counseling on a non-discriminatory basis.

III

All Directorate/Office heads shall continue to make written quarterly reports to the Commander regarding implementation of the EEO goals and timetables contained in DGSC's Affirmative Action Plans. Such reports shall also indicate the progress made toward implementation of this Judgment. These reports shall continue to contain at least the following information, by race and sex:

1. Grade Distribution
2. Supervisory Positions
3. Promotions by Grade
4. Training
5. Awards
6. Awards by Grade
7. Minority Employment (Major Divisions/Offices)
8. Directorate/Office Committees
9. Performance Appraisals
10. Trainee Positions
11. Summary of Progress toward EEO Goals

IV

A. The individuals listed in the attached Schedule "A" shall be entitled to relief as agreed upon in that schedule.

B. The individuals listed in the attached Schedule "B" shall be entitled to have their claims of discrimination heard by the Court or by a Special Master to be appointed by the District Court, provided notice of their intention to be heard is filed with the Court on or before 22 August 1977. The Court or aforesaid Special Master shall consider any evidence previously presented to the District Court and any other evidence which may be presented by the parties.

V

Beginning on or before 1 February 1978, and continuing on or before 1 February of each succeeding year during the term of this Judgment, defendant DGSC shall include in its Annual Report of Equal Employment Opportunity Accomplishments a statement of the progress made in complying with the provisions of this Judgment. A copy of each Annual Report shall be made available to counsel for plaintiffs.

VI

Defendants shall pay to the law firm of Hill, Tucker and Marsh the sum of \$125,000 as attorneys' fees for services rendered or to be rendered in representing the plaintiff class. In addition, defendants shall reimburse plaintiffs for their costs and/or expenses incurred to the date of this Judgment as determined by the Court. In the event the parties are unable to agree on the amount of costs and/or expenses incurred after the entry of this Judgment, the Court shall determine the costs. The payment of attorneys' fees as well as those costs and/or expenses incurred up to the date this Judgment becomes final, shall be paid by defendants within thirty (30) days after the Judgment becomes final.

VII

Notice and a copy of this Judgment shall be sent to each member of the class identifiable as of 18 July 1977. The notice shall expressly afford to members of the class the opportunity to file objections to this Judgment with this Court no later than fourteen (14) days following the date of mailing the notices. Promptly following such mailing, plaintiffs shall submit to the Court and to the defendants a certificate attesting to said mailing and to the date thereof. In the absence of any objections within the aforesaid fourteen (14) days, this Judgment shall become final without further action by the Court.

VIII

Defendants shall not engage in or be party to any act, policy or practice which has the purpose or effect of discriminating or retaliating in any manner against any plaintiff, any employee or former employee, or any applicant for employment because he or she has furnished information

or participated in any respect in the prosecution of this action, or because he or she has made charges, testified, asserted a claim, or participated in any manner in any investigation or proceeding under 42 U.S.C. 2000e-16 et seq. or any regulations promulgated thereunder.

IX

This Judgment shall not foreclose the rights of any class member to allege claims of discrimination arising after the entry of this Judgment based upon employment practices that were not administered, required or applied by the defendants prior to the entry of this Judgment. It shall foreclose the rights of class members to challenge employment practices in effect prior to the entry of this judgment.

X

Jurisdiction is retained by this Court until August 1, 1982, for the purpose of enabling any of the parties to this Judgment to apply to this Court at any time upon thirty (30) days written notice for further orders and direction as may be necessary or appropriate for the construction or carrying out of this Judgment, for the amendment or modification of any of the provisions hereof, or for the enforcement of compliance therewith.

XI

This Court finds that the entry of this Judgment is in the public interest, is in furtherance of the objectives of the Equal Employment Opportunity Act of 1972, 42 U.S.C. § 2000e-16 et seq., and protects the rights of all interested employees. The Court further finds that the class has been adequately represented by plaintiffs and their attorneys.

UNITED STATES DISTRICT JUDGE

Dated: _____

HENRY L. MARSH, III
RANDALL G. JOHNSON
LOUISE A. LERNER
HILL, TUCKER & MARSH
214 East Clay Street
P. O. Box 27363
Richmond, VA 23261

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Defense General Supply Center
Richmond, VA 23297

Counsel for Defendants

BARBARA ALLEN BABCOCK
Assistant Attorney General
Civil Division
Department of Justice

WILLIAM B. CUMMINGS
United States Attorney

SCHEDULE "A"

The following individuals have been offered certain relief by defendants in resolution of their claims of discrimination and may either accept the proposed relief or, if dissatisfied, may have their claims resolved as set forth in Schedule "B":

Christine L. Ayres	Effie B. Cheatham	Mattie E. Perry
Elmo H. Banks	Roosevelt C. Coleman, Jr.	Martha W. Reddix
Patricia A. Beasley	Greta C. Davis	Herman D. Rhone
Florine B. Bell	Theodore R. Edwards	Samuel A. Richardson
Joseph T. Bell	Meriman J. Elliott	Lillian C. Roache
Virginia B. Bland	Nelson B. Fowlkes	Charles F. Robinson
Lena Y. Bowie	Samuel F. Grant	Virginia V. Stewart
Priscilla P. Bradley	Kenneth T. Hill	Rubie D. Thibodeaux
Walter P. Broaddus	Walter D. Hill	Lois C. Tyler
James J. Brown	Jean R. Hobson	Walter H. Watson
Lillie M. Brown	Mary E. Howell	Maggie O. Williams
Rose M. Burson	Lawrence A. Hubbard	John A. Wingfield
Aaron Carlisle	Mary L. Jones	Elaine S. Winter
Evelyn T. Carter	Edwin F. Macon	Vivian H. Word

SCHEDULE "B"

The following individuals shall be entitled to have their claims of discrimination heard by the Court or by a Special Master to be appointed by the Court:

Helen E. Anderson	James E. Greene, Sr.	Earl McDuffie
Louise D. Barge	Lossie B. Greene	Melvin J. McFarland
Naomi W. Beverly	Naomi A. Hall	Cullen L. Montague, Jr.
Charles L. Black	Betty D. Hancock	Brenda M. Payne
Alvin D. Blount	Melvin E. Harper, Jr.	Bessie G. Sampson
George J. Branch	Earle Henderson	Carlyle Sayles, Jr.
Dahlia Y. Briggs	Elijah Hicks	Stephanie D. Scott
Elsie J. Brown	Algier R. Hill	Frank Sears, Jr.
Clarence R. Burton	Helen W. Hubbard	Eddie A. Shelton, Jr.
Clyde T. Byrd	Lawrence W. Hubbard, Jr.	Horace L. Sims
Helen Carter	Helen C. Hubka	Edith H. Smith
Ellen K. Clements	Eglenna F. Hunter	Mervin A. Smith
Joyce D. Coates	James C. Jackson	John H. Taylor, Jr.
Raymond S. Cooper	Norvelle P. Jackson	Beverly Teller
James Dandridge	Catherine H. Johnson	Mary E. Thacker
William A. Diamond	Patricia A. Johnson	Philip N. Thomas
Pelham C. Duncan	Rose M. Johnson	Elizabeth M. Thompson
Albert J. Ellis	Sylvester A. Johnson	Robert L. Thompson
George R. Etter	Charlotte M. Klampfer	Katy Walker
Agnes P. Freeman	James H. Lee	John R. Walton
William A. Gilliam	Bennie Lewis, Jr.	Kermit W. Ward
Holman Green	John R. Long	Florence T. Watkins
Gloria E. Greene	Louis E. Mason	Louis R. Weaver
		Emma D. Wright